

# TOGETHER IS BETTER.

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DOGWOOD PARTNER CONVENING 2022

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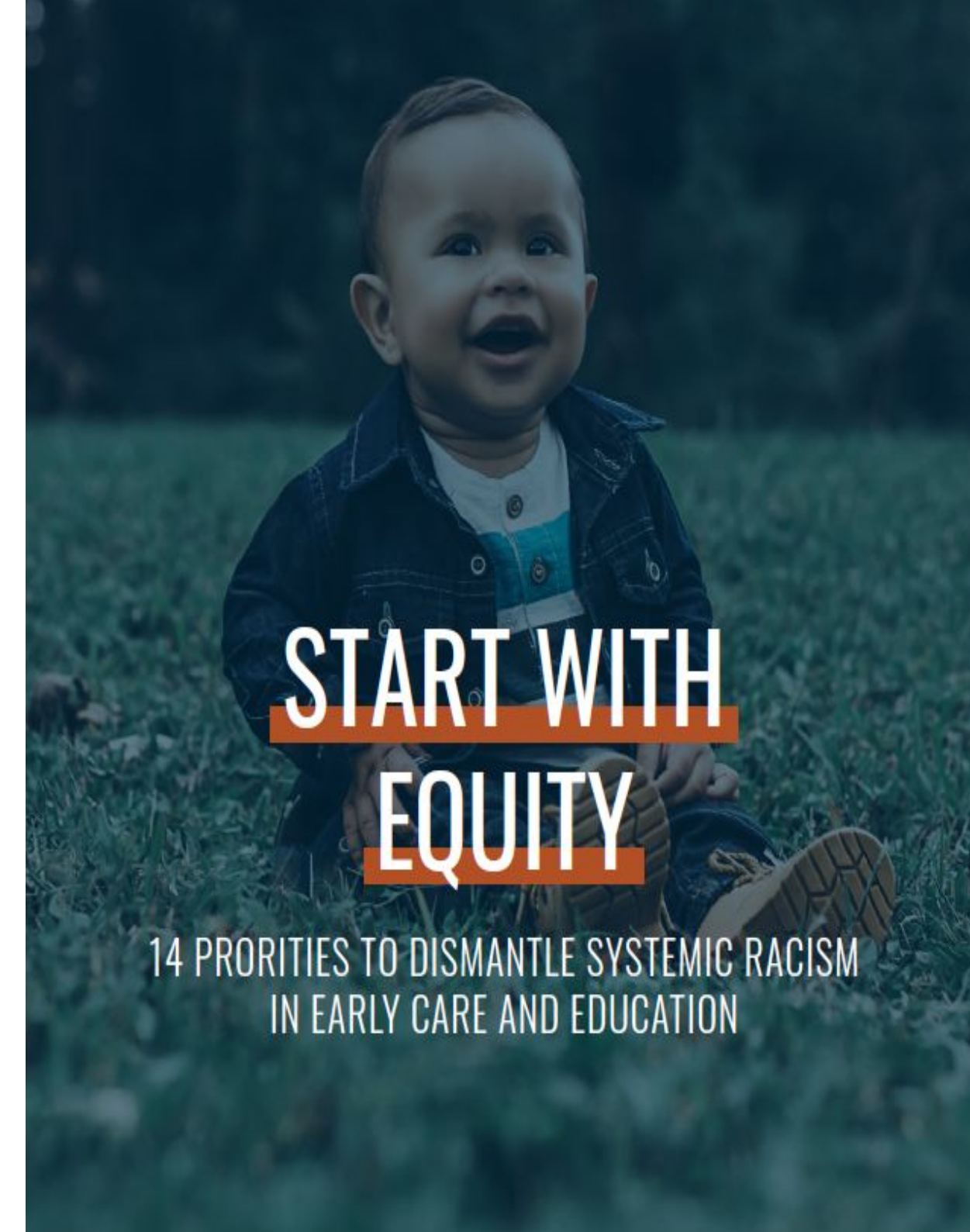
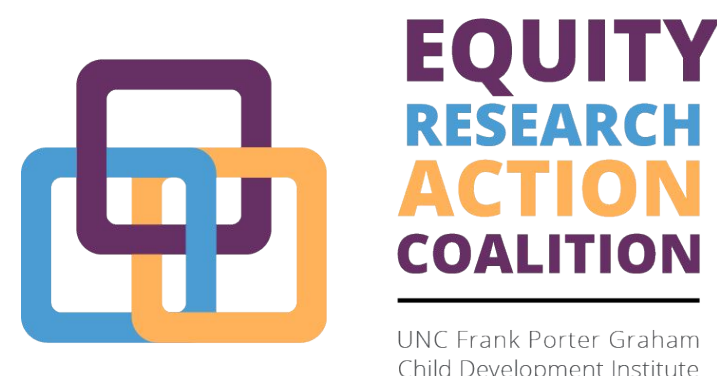
# Start with Equity

14 Policies to Dismantle Systemic Racism  
in Early Care and Education

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**CHILDREN'S EQUITY  
PROJECT**



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**CHILDREN'S EQUITY  
PROJECT**

# Impetus for the report

Even with significant progress, inequities remain, especially for Black, Indigenous, Latine, and other communities of color.

Unfortunately, children's outcomes in health, wealth, and education can be predicted based on race, income, and home language

Gaps start before and after birth and ECE is one of the first system they interact with

Unfortunately, ECE is rife with inequities in ECE **access, experiences and outcomes**





**Equitable learning systems provide access to resources, opportunities, and experiences to children and families that result in positive outcomes that are not associated with children's demographic characteristics. They actively and continuously identify and intentionally eliminate manifestations of systemic racism and other forms of oppression.**





# 14 Priorities

1. **Allocate Funds Equitably**
2. **Promote Authentic Integration**
3. **Ensure Accountability for Advancing Equity**
4. **Advance Equity for the Workforce**
5. **Center Equity in Professional Preparation & Development**
6. **Embed Equity in QRIS**
7. **Require Culturally Affirming Pedagogy and Curriculum**
8. **Embed Equity in Global Quality Measurement**
9. **Eliminate Harsh Discipline**
10. **Advance Equity for Children w Disabilities**
11. **Implement Equitable CQI**
12. **Fund Family Leadership**
13. **Prioritize Family Child Care**
14. **Expand Access to Dual Language Immersion**

## **1 DISSEMINATE PUBLIC FUNDS EQUITABLY.**

Consider historical and current marginalization and disparities in access to resources, experiences, and outcomes when allocating ECE resources.

## **2 MOVE TOWARD HOLISTIC, STRENGTHS-BASED, AND AUTHENTIC INTEGRATION.**

Develop plans to increase holistic, strengths-based, and authentic integration guided by community needs assessments.

## **3 EMBED EQUITY IN MONITORING AND ACCOUNTABILITY SYSTEMS.**



## EXAMPLE EQUITY INDICATORS FOR STANDARDS, MONITORING, AND RATING SYSTEMS

- Required training on the history of race, anti-racism pedagogy, and anti-bias approaches for all staff, starting at orientation and at least quarterly thereafter.
- Ongoing coaching and professional development on anti-racism pedagogy and anti-bias approaches.
- Culturally responsive, developmentally appropriate, and equity grounded curriculum and pedagogy.
- Curriculum, assessment, pedagogy, and family engagement linguistically accessible to families.
- Curriculum and pedagogy are delivered in a dual-language model if more than a third of children share the same home language.
- Bilingual lead teachers and other staff, if DLLs are served.
- Assessments are culturally responsive, strengths-based, and conducted in children's home language.
- Prohibition on harsh discipline and exclusionary practices.
- Ongoing disaggregated data collection and analysis to identify and rapidly address disparities.
- Policy on family engagement includes eliciting input from families on programmatic operations, stresses parent-teacher partnerships with an emphasis on relationship building to support children's learning, and promotes family wellness and leadership.
- No segregated or self-contained classrooms by funding stream that result in racial/ethnic, language, disability, or socioeconomic segregation.
- Continuously tracks and addresses racial and other forms of workforce compensation inequity.



## 4 ADDRESS WORKFORCE EQUITY.

Increase the value of child care subsidies

Track and develop plans to address racial disparities in compensation.

## 5 EMBED EQUITY IN WORKFORCE PREPARATION AND DEVELOPMENT.

Ensure racial equity training content or coursework is required as part of professional credentialing and licensing systems.

Expand the racial literacy of all coaches in the professional development system.



## 6 EXPLICITLY INCLUDE EQUITY IN THE DEFINITION OF QUALITY AND ACROSS RATING SYSTEMS.

Ensure their QRIS and similar quality initiatives include equity indicators at every level and provide targeted funding to support programs in meeting such indicators, especially programs serving historically marginalized communities and programs that have historically had less access to systemic resources

## 7 ENSURE HIGH-QUALITY CURRICULUM AND PEDAGOGY ARE ACCESSIBLE AND CULTURALLY RESPONSIVE.

Provide targeted funding and technical assistance to expand access to these approaches in Pre-K and child care, prioritizing historically marginalized communities.



## 8 ENSURE GLOBAL CLASSROOM QUALITY MEASUREMENT EXPLICITLY ASSESSES EQUITABLE EXPERIENCES.

Ensure that equity measurement at the program or classroom level is explicitly incorporated into any state or tribe funding or monitoring related to global classroom quality measurement via QRIS systems or otherwise.

## 9 ELIMINATE HARSH DISCIPLINE.

Prohibit harsh discipline, including seclusion, corporal punishment, and exclusionary discipline in all ECE programs that receive public funding.

Collect disaggregated data on the use of harsh discipline and support local communities on using discipline data systems



## **10** ADDRESS EQUITY IN EARLY INTERVENTION AND SPECIAL EDUCATION ACCESS, IDENTIFICATION, AND INCLUSION.

Identify segregated preschool special education programs operating in the state/tribe and invest in meaningful structural reforms to expand high-quality inclusion

## **11** IMPLEMENT A DATA-DRIVEN CONTINUOUS EQUITY QUALITY IMPROVEMENT CYCLE.

Invest in coordinated ECE data systems and ensure that they are used to track access, experience, and outcome disparities, feed information back to ECE programs, and use information to target resources to remedy inequities in a timely manner.



## 12 EXPAND FAMILY LEADERSHIP AND ENGAGEMENT EFFORTS.

Ensure all state/tribal needs assessments across ECE systems include data about the strengths, needs, and social capital of families, as well as inclusion of family participation, voice, and reciprocity.

Ensure meaningful family engagement indicators are included in state standards and quality rating systems across levels

## 13 CENTER FAMILY CHILD CARE.

Ensure family child care and other home-based providers are included in needs assessments, workforce development, and technical assistance efforts, and receive equitable support to access and move up QRIS.

Use child care quality funding to develop and grow family child care networks

Prioritize building family child care supply and networks in low supply areas.



## 14 EQUITABLY EXPAND ACCESS TO DUAL LANGUAGE IMMERSION APPROACHES FOR DLLS.

Adopt Head Start DLL standards in state-funded Pre-K and incorporate standards into monitoring and accountability frameworks.

Invest in producing the bilingual workforce necessary to support DLLs





## PRIORITY 4: Address Workforce Equity

Early care and education providers are overworked and under-compensated. Women of color and immigrant women are an overrepresented segment of this workforce. Research finds that they are paid lower wages than their White counterparts, are more likely to teach the youngest children, and are less likely to serve in lead teacher and administrative leadership positions.<sup>2</sup> It is critical to identify and close these position and compensation (i.e. pay and benefits, including insurance, retirement and other benefits) gaps, and eliminate the stratification of the workforce.

### Current Policy Landscape

**Directions:** In the blank cells below, provide a critical assessment of the current landscape in policy, data, and funding.

		Family Child Care	Center-Based	Pre-K	Early Grades
<b>A Policy</b>					
1	What policies impact early care and education workforce compensation, including pay and benefits?				
2	What initiatives or policies are in place to increase the diversity of lead teachers, administrators, coaches, and others in leadership positions?				
3	What policies or initiatives do you have in place to support fair and equitable compensation? <sup>2</sup> What policies are in place that work against fair and equitable compensation?				
<b>B Data</b>					
1	What workforce data are collected?				
2	What do those data reveal about workforce equity, including in position, compensation, training, and access to resources by race, language, and disability?				



### Strategic Plan and Timeline

**Directions:** Fill out the action steps, persons responsible, and target completion dates across each benchmark to track progress toward the policy goal. The final row is left blank for states and tribes to establish an additional benchmark.

Holistic Integration Plan				
Policy Goal	Benchmarks	Action Steps (steps to accomplish benchmarks)	Person(s) Responsible	Target Date
Address Workforce Equity	1 Increase the value of child care subsidies to increase fairness in compensation, including pay and benefits.	1	1	1
		2	2	2
	2 Develop plans to address disparities in compensation and career pathways.	1	1	1
		2	2	2



# OVERALL PROGRESS

As you work to embed equity across state plans and/or to establish an equity strategic plan, you should identify where more attention, funding, or supports might be needed. This table is intended to help you track your overall progress in assessing and meeting each policy priority.

	Policy priority	Several activities underway to advance goal	At least one activity underway to advance goal	Plans in place, but implementation not yet started	Plans and implementation not yet started
1	Disseminate Public Funds Equitably				
2	Move Toward Holistic, Strengths-Based, and Authentic Integration				
3	Embed Equity in Monitoring and Accountability Systems				
4	Address Workforce Equity				



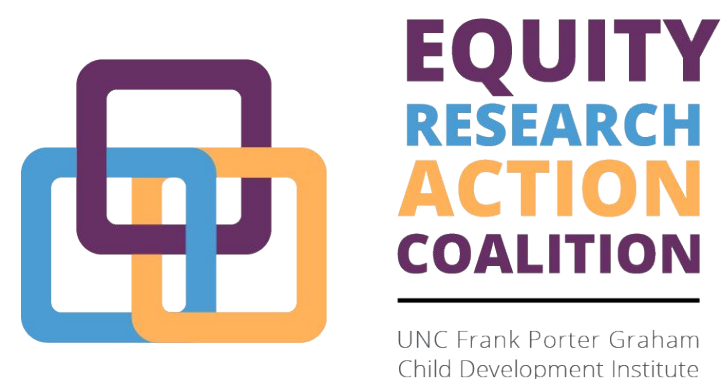
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# POLL QUESTION

Mark the **3** of the policies you see as important for your work or community





# Caution

- **14** is list of **actionable** roadmap; list of policies is not exhaustive
- Strategies do not and cannot operate in isolation; requires committed families, advocates, funders, and policymakers
- Changes in ECE will not solve centuries of inequities
- Need to attend to:
  - **protection** of children and families from harm and trauma (e.g., a fair, unbiased criminal justice system, humane immigration, affordable housing)
  - **promotion** of health, wealth and educational excellence (e.g., racial wealth gap, equitable access to health care for families; access to clean drinking water and toxin-free living and learning environments; affordable housing; and
  - **preservation** of family units, language, and positive identity (e.g., keeping families together; institutional support)



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**THANK YOU!**  
**QUESTIONS??**  
**COMMENTS!!**



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