**DRAFT The Children's Alliance UIR/Racial Equity Theory of Change**

### Goal

**Improved outcomes for all children**

### Resources

- Anti-racist organizational policies, practices and processes
- Funders
- Public Policy Council
- Members

### Approach

- **Commitment to close equity gaps through focus on race**
- **Commitment to listen to and learn from those most affected by disparities**
- **Acknowledge the role of racism in outcome disparities**
- **Commitment to address structural racism**

### Organizational Transformation

- **Adopt, implement and refine anti-racist organizational relationships, practices and processes (e.g., governance, budgeting, staffing, tools and standards)**

### Approaches

- **Leadership/Movement Building**
  - Convene coalitions (e.g., HCCY, ELAA, Hunger coalitions)
  - Participate in coalitions
  - Be an influential voice

- **Research, Analysis, Framing and Communications**
  - Analyze available data
  - Prepare reports and data products
  - Determine frames that illustrate racial disparities

- **Policy Action**
  - Develop and adopt a legislative/policy agenda
  - Mobilize

### Strategies

- **Partnerships and Alliances**
  - Build relationships and conduct outreach
  - Conduct media outreach and public relations
  - Partner with organizations and individuals

### OUTCOMES

- **STRENGTHENED ALLIANCES WITH COMMUNITIES, ORGANIZATIONS AND FAMILIES MOST IMPACTED BY DISPARITIES**
  - Increased awareness that CA is focused on racial equity
  - Increased recognition of CA’s resources and its importance for policy solutions
  - Increased respect for CA’s leadership to promote racial equity

- **STRENGTHENED ALLIANCES: ENHANCED COLLABORATIVE ACTION**
  - Increased collaborative action between CA and communities, organizations and families most impacted by disparities
  - Increased number of partners

- **STRENGTHENED ALLIANCES WITH POLICY PARTNERS**
  - Increased awareness that CA is focused on racial equity
  - Increased support from CA for partner organizations’ racial equity efforts

### Changes in Awareness among Policy Partners

- Increased awareness re: how child outcomes reflect disparities

### Improved Policies

- Increased adoption and implementation of policies that promote/promise equity and address racial disparities

### Changed Norms among Policy Partners

- Increased leadership re: anti-racist/equity-focused approaches

### Strengthened Base of Support

- Increased public will and political will to address racial equity
- Increased number of policymakers support/enact CA’s policy proposals/solutions
- Increased role related actions to address racial disparities among partners, policymakers and media