EQUITY FROM THE INSIDE OUT

ALLIANCE FOR EARLY SUCCESS PARTNER SUMMIT

TAMPA, FLORIDA

11.08.2017
(Ridiculously cute) kid choir from Seattle Marshallese United Church of Christ sing at celebration for restoration of Washington’s State Food Assistance program.
...STARTED WITH 3 QUESTIONS

1. What is the connection between working for racial & ethnic equity and our mission?

2. What effect do outcomes for kids of color have on our desired results for kids? Will this effect change?

3. What is our shared analysis and language? What do we believe and say about why conditions and outcomes are worse for children of color?
Connect racial and ethnic equity to mission and results:

**KEY QUESTION:** What is the connection between working for racial & ethnic equity and our **mission**?

**KEY QUESTION:** What effect do outcomes for kids of color have on our desired **results** for kids? Will this effect change?
CORE BELIEFS

- Can’t get it done for all kids without a focus on the kids of color who are being left behind

- The rising tide will not raise all the boats. We must act deliberately to close racial equity gaps

- Equitable outcomes result from equity-informed policies

- Equity-informed policies result when those directly impacted inform and shape the solution and share leadership in the advocacy
STEP 1

Establish an understanding of race equity and inclusion principles

**KEY QUESTION**: What is our *shared analysis and language*? What do we believe and say about why conditions and outcomes are worse for children of color?
INTERNAL PRACTICES SUPPORT
“HARDWIRING”

ANALYSIS

· All staff & board attend Undoing Institutional Racism training

STAFFING

· Hire staff committed to racial and ethnic equity focus; query all candidates, all positions
· Grow staff skills through consistent, continuous exploration at staff and team meetings
· Include racial and ethnic equity work/metrics and skill-building in supervision, performance reviews
**INTERNAL PRACTICES SUPPORT “HARDWIRING”**

**GOVERNANCE**

- Understanding systemic racism and commitment to racial and ethnic equity are key components of board recruitment

- Maintaining same pace:
  - Board-penned statement on “importance of undoing institutional racism” to mission
  - Grow board skills through consistent exploration at board meetings; explore “governing for equity”

- Build racial and ethnic equity into policy/legislative agenda reviews; build anti-racism into organizational development