

Advancing racial equity at ELAA

- I. CA early learning staff advance racial equity at ELAA every day in the way we:
 - a. Frame conversations, define context;
 - b. Draft objectives and agendas;
 - c. Draft frameworks and criteria for decision-making;
 - d. Draft materials that tell our collective story and assert our priorities with asset-based language;
 - e. Represent the network and its shared priorities to decision-makers;
 - f. Influence who is at the table and facilitate access for under-represented groups;
 - g. And bring leadership to the policy areas we take primary responsibility for.

- II. In addition, these are some proactive steps we have taken with the group:
 - a. 2014 –
 - i. Retreat session focused on using a racial equity lens in early learning work
 - ii. RE workgroup developed RE question tool
 1. See [Facilitation agenda](#), [meeting notes](#) and [ELAA UIR Question tool](#)
 - iii. Supported parent participation through WSA grant
 - b. 2015 –
 - i. Early Start Act advocacy
 1. See [JJS Presentation](#) re Building a Frame for Equity Focused advocacy in the Early Start Act presented at the Ounce Policy Exchange in 2017
 2. See [ESA brief](#)
 - ii. Retreat topics [advancing racial equity](#) and [understanding structural racism](#)
 - iii. Steering committee membership requirements modified to include organizations that do not have a hired lobbyist, but do engage in administrative advocacy.
 - iv. Support parent participation through WSA grant
 - c. 2016 -
 - i. At [ELAA retreat](#), updated [Mission and Principles](#) to reflect advancing racial equity as a core coalition objective and to recognize the central role of parents, family and community in a child's development.
 - ii. Support parent participation through direct funding of participation costs
 - d. 2017 –
 - i. Interim 2017 [CA internal strategy meeting](#) (Jessica, Jennifer, Siobhan, Emijah, Seayoung)
 - ii. [2017 retreat sessions](#)
 - iii. Support parent participation through direct funding of participation costs

- III. Follow up to the most recent approaches could include:
 - a. Other internal strategy conversations similar to the 2017 conversation. More effective objectives for future conversations might be: "Increase ELAA's will and effectiveness to address racial disparities and advance racial equity." Or maybe "Increase leadership within ELAA for anti-racist/equity-focused work." (We could probably have a whole conversation about what the specific objective should be.)
 - b. Follow-up conversations from the previous internal strategy meeting yielded these ideas and subsequent follow-through:

- i. Provide training/education opportunities:
 - 1. E.g. Invite Dr. Debra Sullivan to ELAA ([Invitation extended](#)). Timing didn't work. **We should follow up and make it happen in interim 2018.** Conversation with Dr. Sullivan is saved in J:\Early Learning\ELAA operations\advancing racial equity at ELAA).
- ii. Support organizational development of members to incorporate RE frame and consultation into their work
 - 1. This was the topic of one of the ELAA retreat sessions in 2017
 - 2. I learned that LEV incorporated a version of the ELAA RE tool in their priority setting process as a result of their interaction with it at ELAA. (Ask Angela Parker about this)
 - 3. **There's more we can do here. We've thought about pursuing funding to bring National Equity Project to do a training with ELAA members.**
- iii. **Continued use of RE tool in priority setting and policy development processes**
- iv. **Continue to create the conditions within ELAA for others to bring RE forward: anticipate the need when possible and recruit other voices; affirm members 1:1 when they raise UIR.**
- v. There was also a conversation at the ELAA retreat where some members raised a desire for the coalition to pursue more diverse membership. I haven't been able to find the notes. It was a challenging dynamic because people were in self-selected small group table conversations, and everyone felt that their views were affirmed by the whole group but my sense was that each table had very different conversations. Next steps here may be to have conversations with members about how to operationalize this that incorporate the issues raised in the meeting notes above.