

EQUITY FROM THE INSIDE OUT

ALLIANCE FOR EARLY SUCCESS PARTNER SUMMIT

TAMPA, FLORIDA

11.08.2017



CHILDREN'S ALLIANCE

A Voice for Washington's Children, Youth & Families

THIS PICTURE...



*(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?

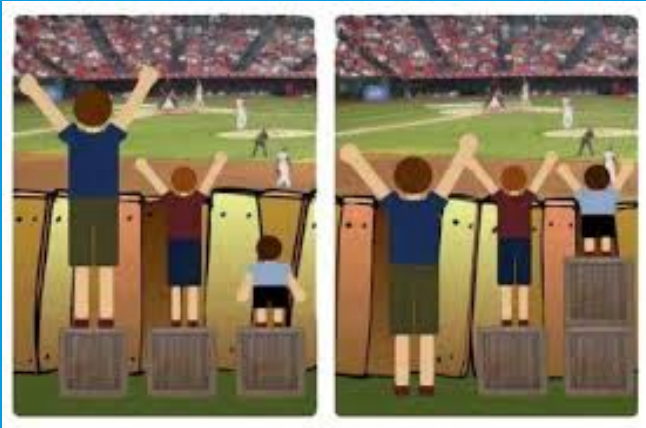
“STEP ZERO”

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