Why Prioritize Racial Equity?

“If we expect to help all children succeed, we must do more than closing gaps and pointing to disparities. All of our work must strive to achieve race equity, a state in which all children have the same opportunity to reach the potential we know they have.”

--Patrick McCarthy
President and CEO, The Annie E. Casey Foundation
Why is this important to Casey?

PERCENTAGE OF 4TH GRADERS WHO SCORED BELOW PROFICIENT IN READING: 2015

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Average</td>
<td>65%</td>
</tr>
<tr>
<td>African American*</td>
<td>82%</td>
</tr>
<tr>
<td>American Indian*</td>
<td>78%</td>
</tr>
<tr>
<td>Asian and Pacific Islander*</td>
<td>47%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>79%</td>
</tr>
<tr>
<td>Non-Hispanic White</td>
<td>54%</td>
</tr>
<tr>
<td>Two or More Races*</td>
<td>62%</td>
</tr>
</tbody>
</table>

Source: 2016 KIDS COUNT Data Book
Why Now?

Our Focus on Equity

Our Focus
❖ Shared language
❖ Structural barriers
❖ Targeted strategies
Major Strategies to Achieve Results

- Educate and Equip Leaders and Organizations with Data
- Utilize Tools and Best Practices
- Embed Equity Lens in Policy and Practice Change

Result: Social sector leaders implement policy and practice changes that increase equitable opportunities for children and families.

Result: All children are able to reach their full potential in life, regardless of race, ethnicity, immigrant status or community of residence.

Seven Steps to Advancing Racial Equity and Inclusion

- **STEP 1**: Establish an understanding of racial equity and inclusion principles
- **STEP 2**: Engage affected populations and stakeholders
- **STEP 3**: Gather and analyze disaggregated data
- **STEP 4**: Conduct systems analyses to root causes of inequities
- **STEP 5**: Identify strategies and target resources to address root causes of inequities
- **STEP 6**: Conduct race equity impact assessment for all policies and decision-making
- **STEP 7**: Continuously evaluate effectiveness and adjust strategies
Step 1: Shared Language

Equality vs. Equity
Step 2: Engage Affected Populations and Stakeholders

- **People of color** are the most direct stakeholders in the elimination of racism and those with the most first-hand experiences with its effects.

- **Engage stakeholders who have active and authentic** connections to their respective communities.

- The sooner you can engage a diverse mix of stakeholders, the better.

Using the Stakeholder Analysis Guide

- Who is most adversely affected by racial barriers and bias, or exclusion from power, related to the issue being addressed?

- How are people of different racial groups differently situated or affected by the issue?

- What are ways stakeholders adversely affected by the issue can be further engaged?

- How will stakeholders exercise real leadership and power?
Step 3: Gather and Analyze Disaggregated Data

Step 4: Conduct Systems Analysis of Root Causes of Inequities

1. Identify root causes and contributing factors
2. Surface possible strategies and solutions for addressing the problems
3. Help discern among the options generated which strategies and solutions can leverage desired changes and make transformative systemic impacts
Step 5: Identify Strategies and Target Resources to Address Root Causes and Inequities

- Have explicit goal of eliminating racial and ethnic disparities for a specific population
- Advance equity and expand opportunities
- Include realistic mechanisms to attain, sustain and expand success

Crafting Solutions in Minnesota

State Policies for Supporting Family, Friend, & Neighbor Care

Figure 3: Family, friend, and neighbor caregivers in the care continuum

- FAMILY: Flooded, exhausted
- GRANDPARENTS
- FFN CAREGIVER
- PAID FFN CAREGIVER
- FCC PROVIDERS
- GROUP FCC
- CENTER CARE

FCC: Early childhood care
FFN: Family, friend, or neighbor

Step 6: Conduct Race Equity Impact Assessment for all Policies and Decision Making

Using the Race Equity Impact Analysis Guide for Policies & Decision-Making

**Five Key Questions:**

1. Are all racial/ethnic groups who are affected by the policy/practice/decision at the table?
2. How will the proposed policy/practice/decision affect each group?
3. How will the proposed policy/practice/decision be perceived by each group?
4. Does the policy/practice/decision worsen or ignore existing disparities?
5. Based on the above responses, what revisions are needed in the policy/practice/decision under discussion?
Step 7: Continuously Evaluate Effectiveness and Adapt Strategies

Institutionalizing Equity and Inclusion

• Organizations and systems should be assessing equity progress at every turn and on an ongoing basis.
• Set goals for equity outcomes, measure progress and track results. Refine and revise strategies, as needed.
• We can prevent institutional racism by institutionalizing racial equity.

Sustaining and Supporting Success
Advancing your Equity and Inclusion Efforts

- **Leadership** support and buy-in is **critical** for success.
- Goals are **explicit** and **intentional** and clearly communicated.
- Walking the talk is **hard work**.
- Be **committed** for the long term.

Lessons Learned

- Embracing an equity agenda requires both bottom-up and top-down strategies.
- Leadership endorsement is necessary to make equity an institutional priority.
- Tying equity work to the mission will help all individuals shift over time.
- Focusing on the structural and institutional aspects of equity also provides a clear framework for taking efforts to scale.
Racial justice is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity.

Racial equity can be an aspirational and an operational framework for all facets of your work.

Racism is our society’s default operating system. We can all take leadership and be champions by using these steps and tools to create a new operating system based on racial equity and inclusion.