September 4, 2015

Metrics Committee,

Thank you for the time and effort that members of the Metrics Subcommittee have put into developing the metrics for the Early Learning Hub system. As your first cohort of the Hub Leadership Institute, we have focused our learning on *Leading for Equity*. Key concepts embedded in the equity work are to engage the families to determine what outcomes are believed to be critical to the success of our children.

During our most recent session (September 2-3) we were introduced to additional tools that support and align with the Equity Lens already adopted by the State and discussed at our previous sessions, along with a specific training on understanding structural racism (August 5-6). These ideas have prompted robust and challenging dialogue about ways to incorporate and apply the principles and commitments to improving the lives of all children across our State.

With that backdrop, there is a particular request that we are forwarding to you for your Subcommittee’s meeting on Tuesday regarding the final Metrics for our strategic planning processes. We are encouraging the Metrics Subcommittee to revisit and align your decisions with the Equity Implementation Subcommittee, specifically to integrate the Equity Lens and the draft Asset Based Communications Lens into your recommendations. As Hub Leaders stepping into the final planning and implementation of our strategic plans, we have found the equity tools helpful to prompt the questions we should be asking, and help us articulate the frame for how and why we’re doing this transformative work. We see these tools offering the following:

* The Oregon Equity Lens is **a tool for helping us change our practice of allocating resources and defining strategies**. It forces us to ask hard questions like – how can this strategy negatively (or positively) impact different groups of children? Are we meaningfully engaging the groups most impacted so they can drive decision-making?
* The Asset-Based Communications Lens is a tool for helping us **change both how we talk about the changing practice** that the Equity Lens gives us structure for, and **why this change in practice is needed**.

We are each underway in our local Hubs to identify the specific Metric(s) within the list where we can explore additional community input and disaggregated data sources to address the most pressing disparities identified by our local communities. We believe that such a consideration will add value to our system-building strategies for producing a positive and powerful impact on the lives of children who are intentionally or unintentionally denied access or full inclusion in our system of policies, structures and services.

Again, we appreciate the good work you are doing to finalize a set of Metrics that we will all share and can use as a springboard for these important local community conversations and ways to measure our successes. We are confident that our system will continue to develop responsive and innovative strategies to apply the racial equity lens and asset based communications to how we do business, enhance our community engagement, and meet our shared goals as informed by those we serve and those who face system-level barriers that we know we can change.

Thank you for considering this request. We will be glad to provide additional information to inform your meeting discussions.

In Partnership,

**Leadership Institute – Cohort One Members**:

*Pooja Bhatt, Early Learning Multnomah*

*May Cha, Early Learning Multnomah*

*Rebecca Collett, Early Learning Washington County*

*Rod Cook, Clackamas Early Learning Hub*

*Mary-Curtis Gramley, Southern Oregon Early Learning Services*

*Theresa Martinez, Eastern Oregon Early Learning Hub*

*Kristi May, Linn-Benton-Lincoln Early Learning Hub*

*Paula Mills, Northwest Regional Early Learning Hub*

*Kelly Poe, Eastern Oregon Early Learning Hub*

*Jenn Richter, Yamhill Early Learning Hub*

*Hillary Saraceno, Early Learning Hub of Central Oregon*

*Gillian Wesenberg, South Central Oregon Early Learning Hub*