

# Early Learning Council Equity Implementation Committee

## ELC Charge to Equity Implementation Committee

The Equity Implementation Committee is chartered to educate and provide leadership for the Early Learning Council (ELC) on the issues, challenges, successes and priorities related to implementing the [equity recommendations](#) for children and families furthest from opportunity, originally adopted by the Council on March 18, 2015. They are chartered to create an evidence-based, data driven plan relating to aligning early learning policy and practice with the equity lens, with a focus on culturally responsive practice, operating systems and data/resource allocation. The committee will assist the ELC in understanding equity issues from a data programmatic and social standpoint to support the ELC in:

1. Actualize issues of disparity in setting policy for the early learning system.
2. Recognize the value that diversity brings to the early learning environment and acknowledging the benefits of self-worth, empathy and success that it brings to all children.
3. Champion closure of development, opportunity and achievement gaps for young children and their families.

### **Purpose statement:**

The purpose of the Equity Implementation Committee is to support the ELC with intentionally reexamining the business of the early learning system by eliminating disparities for those furthest from opportunity defined as:

- African American
- Latino
- Asian and Pacific Islander
- Tribal Communities
- Children with disabilities
- English language learners
- Economic disparities
- Immigrants and refugees
- Geographic isolation

Core areas of responsibility include:

*4.1 Advise ELC on ensuring implementation of the equity lens across the ELC's work.*

### **Early Learning Council Strategic Plan Priorities**

1. Advise ELC on ensuring implementation of the Equity Lens across ELC's work.
  - a. Reviewing disparities across focus populations and provide feedback for Early Learning Hubs, community partners, and ELD staff.
  - b. The committee would like to focus on five specific domains:
    - i. Communities furthest from opportunity and policies that affect their ability to thrive.
    - ii. Families, caregivers, and community partners voice and influence in the early learning system
    - iii. Workforce composition and quality
    - iv. Community collaboration
    - v. Resource allocation and contracting practice

- c. Advise the ELC/ELD on developing disaggregated data collection standards for early learning grantees, contractors, the early learning workforce, ELD staff and ELC members.
- d. Advise the ELC/ELD on developing a consistent approach for listening to communities/incorporating feedback/vetting resulting action and ensuring perspectives from underserved communities are regularly heard at ELC meetings.
- e. Hold joint meetings with other committees of the ELC to ensure the equity lens is being applied in their work.

### **Review of Grant Making and Requests for Proposals**

Serve as an advisory to the ELC/ELD in the creation and structure of grants and requests for proposals to avoid unintended adverse impact or barriers for diverse communities, and to ensure the equity lens is applied by applicants when accessing funding opportunities. Responsibilities include:

- Working with program staff to craft a set of RFP/Grant application questions for use in all ELC/ELD funding opportunities.
- Review specific RFPs/Grant applications as they are written.
- A member of the Equity Implementation Committee will be invited to serve during the RFP or grant award committee process and as reviewers of proposals.
- ELD staff will bring all RFP/grant applications before the Equity Implementation Committee in a timely manner so the committee may ensure that the equity lens has been used throughout the process.

### **Accountability**

- Develop an accountability structure for legislation and policies that is introduced from ELD, Early Learning Hubs and from outside partners that impacts the early learning system.
- Any policy that comes out of the ELC will be reviewed by the EIC for adherence to the equity recommendations.
- Open Door policy (or open invitation) to community partners working within in the early learning system to help ensure that our policies are reaching our vulnerable populations.
- Offer review and recommendation to community partners who are introducing policy affecting the early learning system.
- Ensure recommendations are made clear to the ELC.
- Ensure Tribal consultations when needed for pertinent early learning system changes; acknowledging their sovereignty and value to the system.