

ELC EQUITY SUBCOMMITTEE MEETING

January 14,
2015

AGENDA

- 1. Welcome & Roll Call**
- 2. ELC Equity Subcommittee Report Update**
- 3. Introductions**
- 4. Equity Subcommittee Report: Implementation Approaches**
- 5. Next Steps**
- 6. Calendar**
- 7. Adjournment**

REPORT UPDATE

- **Workgroups**
- **Interviews**

INTRODUCTIONS

- **Diana Bender**
BUILD Initiative Consultant

- **Carmen Morgan**
Equity Consultant

CULTURALLY RESPONSIVE PRACTICE

■ Strategy

- Examine personal and organizational attitudes and beliefs as they relate to Oregon's diverse children and families.
- Acknowledge that culture informs how we communicate, shapes the way we receive information, and frames the thinking process of groups and individuals.
- Commit to reforming the educational system to reflect cultural responsiveness and cultural assets through policies, procedures and practice so that our most diverse population can learn in an environment data shows they need to learn the skills necessary for Kindergarten success.

CULTURALLY RESPONSIVE PRACTICE

■ Recommendation

- Develop a process to ensure that cultural responsiveness is woven into the fabrics of institutional, personal and instructional dimensions.

CULTURALLY RESPONSIVE PRACTICE

- **Implementation Approaches**

OPERATING SYSTEM

■ Strategy

- Align Early Learning Council & Early Learning Division policy and practice with the Oregon Equity Lens.

OPERATING SYSTEM

■ Recommendation

- Using the Tool for Organizational Self-Assessment Related to Racial Equity developed by the Coalition of Communities of Color and All Hands Raised and the Protocol for Culturally Responsive Organizations developed by Ann Curry-Stevens, Marie-Elena Reyes and the Coalition of Communities of Color:
- Assess the Early Learning Council & Early Learning Division policies and practices
- Establish and implement protocols and procedures to ensure equity-based systems building;
- maintain and review an ongoing equity plan

OPERATING SYSTEM

- **Implementation Approaches**

DATA & RESOURCE ALLOCATION

■ Strategy

- Data is used to inform decision-making about how and where funding is allocated to close gaps in achievement and ensure quality of care for all Oregon children, with a special focus on our most historically underserved.
- Resource allocation systems are designed to align with the Oregon Equity Lens questions and goals in mind, ensuring that the organizational and cultural shifts required to more appropriately serve children are implemented and maintained.

DATA & RESOURCE ALLOCATION

■ Recommendation

- Develop a process to generate regular data on racial diversity in the Early Learning System, collect disaggregated data by race, ethnicity, home language and economic status, and use this data to drive funding and investment at the state and hub levels.

DATA & RESOURCE ALLOCATION

- **Implementation Approaches**

NEXT STEPS

- **Community Review**
- **Toolkit**

CALENDAR

Week of	What	Who's responsible
March 19	Final report presented to the Early Learning Council	Marlene
February 23	Final Report released for ELC members to review before March meeting	Sarita
February 16	<p>Monday, Feb 16: Final draft sent to Subcommittee Members for edit and review</p> <p>Friday, Feb 20: ELC Equity Subcommittee meeting review toolkit resources and to implement final changes 1.5 hours</p>	<p>Sarita</p> <p>Subcommittee, Staff, Consultants</p>
February 9	Check-in on Toolkit Recommendations	Sarita
February 2	Report Writing, Editing & Revision	Sarita
January 26	Jan 30th Toolkit Recommendations Due	Carmen
January 19	Report Writing, Editing & Revision	Sarita & Diana
January 12	<p>Monday, January 12: Updated report to "toolkit" consultant</p> <p>Wednesday, Jan 14: ELC Equity Subcommittee meeting to discuss implementation tools 1.5 hours</p>	<p>Sarita</p> <p>Subcommittee, Staff, Consultants</p>

ADJOURNMENT

Next Meeting

February 20, 2015 from 1:00-2:30

Lincoln Building

Pine Room, 1st Floor

421 SW Oak St

Portland, Or 97204