



Equity Guidance

Program Years 2021-2023 | Version 1.0 | October 2021

Equity Commitment

Early Learning Division (ELD) is committed to providing all children and families spaces where they feel respected, valued and have the best opportunities to thrive.

Our communities that are historically furthest from opportunity represent Oregon’s best opportunity to improve educational outcomes. African Americans, Asian and Pacific Islanders, Latinos, Native Americans, rural communities, and families living in economic hardship are the focus of our work, so children arrive at kindergarten ready to succeed. Strength-based approaches and asset-based mindsets will support our efforts to institutionalize equity and help all families thrive.

ELD supports culturally responsive services – services that respond to the aspects of diverse communities – that are respectful of and relevant to the beliefs, practices, culture and linguistic needs of diverse populations and communities. To support children to learn and families to thrive, we support differentiated, family-centered resources and support. This work requires knowledge and capacity at different levels of intervention: systemic, organizational, professional and individual.

2021-23 Equity Deliverables

Grantees who receive funds from ELD are required to complete certain equity deliverables, as set forth in Exhibit C of your agreement. The timeline below describes each deliverable and deadlines. Always refer to your agreement with ELD as certain program deadlines may vary.

NOVEMBER 15, 2021: SURVEY

ELD will survey its grantees to improve understanding of grantee needs and help identify grantee supports.

MAY 31, 2022: DEMOGRAPHICS

Grantees collect demographic data and report to ELD annually.

APRIL 15, 2023: ORIENTATION

ELD hosts an Equity Orientation for grantees to explore and engage in conversations about equity deliverables for the next grant cycle.

MAY 15, 2023: TRAINING

Grantees will complete the training of their choice to increase their awareness of equity and how to apply it to their work.

MAY 31, 2023: DEMOGRAPHICS

Grantees collect demographic data and report to ELD annually.

Survey

ELD will distribute a survey to better understand what grantees need to implement the equity deliverables and meet the requirements of the agreements. ELD's survey will be opened and available to grantees in fall of 2021. Grantees will complete the survey and provide feedback to ELD by the deadline.

The survey is an opportunity let your voice be heard and share your experiences with the existing equity deliverables, as well as shape equity deliverables for the 2023-25 grant cycle. ELD will use this information to identify strengths and areas for improvement, create technical assistance, and develop resources to meet your needs and support your work.

Demographics

ELD requires grantees to collect demographic data about the children and families they serve including, but not limited to age, gender, ethnicity, primary language, and income (see Appendix A). Grantees must report to ELD annually on the collected demographic data, including your analysis of programming delivered to Historically Underserved Communities. This information will allow ELD measure the extent to which priority populations are reached and inform future funding and program decisions.

ELD will provide you with additional guidance on collecting and analyzing this information, if applicable. The reports are due annually in May of each year. Grantees who are receiving funding for multiple ELD programs will have to complete demographic reporting for each program.

Orientation

Beginning with the 2021-23 biennium, ELD will provide an Equity Orientation to grantees. The purpose of this orientation is to share with you information for the upcoming cycle of equity deliverables. Each grantee must identify at least one staff member in their organization who is responsible for equity reporting and demographic data collection. The identified staff is required to attend ELD's Equity Orientation either in person or virtually. The exact launch date, location and format of the Equity Orientation will be shared in January 2023, both through ELD program managers and on the [ELD website](#).

Training

Grantees must ensure that all staff members who provide services to children or families complete at least four hours of equity training. It is our goal for you to select a training that best matches the needs of your staff. You must identify a training of interest that provides information, increases awareness, and/or helps you build skills for promoting equity within and across the Statewide Early Learning System. Sample training resources are included in the following section. You are encouraged to contact your ELD Program Manager with questions about identifying the appropriate training. Evidence that training was completed must be provided to ELD.

Training and Resource Samples

The following resources are offered as a sample for grantees to explore. This is not an endorsement. As you consider what type of training would be of greatest use to your organization, there may be additional resources that are not included on this list. Grantees are encouraged to explore all available options.

Anti-Bias Education

wellandgood.com/anti-racism-workshops-classes/

Anti-Defamation League

seattle.adl.org/education-programs/virtualtrainings/

Anti-Racist Trauma-Informed Care Training

ar-tic.org/training

Coalition of Communities of Color

coalitioncommunitiescolor.org

Dismantling Racism Foundational Training

Phone: 503.294.7395

Email: daras@ywcapdx.org

Education Northwest

Phone: 503.275.9481

Email: yvonne.ryans@educationnorthwest.org
educationnorthwest.org/services

Human Rights Careers (5 Anti-Racism Courses)

humanrightscareers.com/magazine/anti-racism-courses/

John Lensen and Associates

Phone: 541.905.3292

Email: lenssenj@mindspring.com

Local Education Services District

osba.org/Resources/Article/Equity/Equity_resources.aspx

National Association for the Education of Young Children's (NAEYC)

naeyc.org/resources/position-statements/equity

National Equity Project

nationalequityproject.org

Resolutions Northwest

Phone: 503.595.4890

Email: teri@resolutionsnorthwest.org
resolutionsnorthwest.org/events/

The People's Institute Northwest

pisab.org

For more information, visit

oregonearlylearning.com/administration/grant_opportunities/#grantcontractresources.

Questions? Contact your program manager for support.

Appendix A: Demographic Data Collection Sample

The following demographic data elements are a minimum standard for data collection by grantees and partners of ELD who are engaged in providing direct services to children and families. These demographic data elements are at the individual person-level (e.g., a parent reporting on a child, a parent reporting on themselves, a provider reporting on a child). Please contact your ELD Program Manager, if you have additional questions.

| | | | | | | |
|--------------------------|---|---|---|---|-------------------------------------|------------------------------------|
| County | | | Zip Code | | | |
| Child Age | <input type="checkbox"/> | Under 1 Year old | <input type="checkbox"/> | 1 Year | <input type="checkbox"/> | 2 Year |
| | <input type="checkbox"/> | 3 Year | <input type="checkbox"/> | 4 Year | <input type="checkbox"/> | 5 Year |
| Child Gender | <input type="checkbox"/> | Boy | <input type="checkbox"/> | Girl | <input type="checkbox"/> | Non-binary |
| | <input type="checkbox"/> | Not listed here | <input type="checkbox"/> | Prefer not to say | | |
| Primary Language | <input type="checkbox"/> | English | <input type="checkbox"/> | Spanish | <input type="checkbox"/> | Russian |
| | <input type="checkbox"/> | Vietnamese | <input type="checkbox"/> | Mandarin | <input type="checkbox"/> | Cantonese |
| | <input type="checkbox"/> | Other | | | | |
| Race / Ethnicity | <input type="checkbox"/> | Native Hawaiian or Other Pacific Islander | <input type="checkbox"/> | Middle Eastern or North African | <input type="checkbox"/> | Asian |
| | <input type="checkbox"/> | Hispanic or Latino/a/x | <input type="checkbox"/> | Black or African American | <input type="checkbox"/> | White |
| | <input type="checkbox"/> | Other | | | | |
| | Note: Select multiple check-boxes for a multi-racial child | | | | | |
| | American Indian or Alaska Native | | | | | |
| | <input type="checkbox"/> | Burns Paiute of Harney County | <input type="checkbox"/> | Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians | <input type="checkbox"/> | Confederated Tribes of Grand Ronde |
| <input type="checkbox"/> | Confederated Tribes of Siletz | <input type="checkbox"/> | Confederated Tribes of Umatilla Reservation | <input type="checkbox"/> | Confederated Tribes of Warm Springs | |

| | | | |
|----------------------------------|----------------------------------|-----------------------|-----------------|
| | Cow Creek Band of Umpqua Indians | Coquille Indian Tribe | Klamath Tribes |
| | Other | | |
| Relationship to the child | Parent | Foster Parent | Legal Guardian |
| | Grandparent | Other | |
| Household Income | Less than or equal to 100% FPL | 101-130% FPL | 131 to 200% FPL |
| | | | |