

EQUITY DELIVERABLES SURVEY

This survey is one component of the equity deliverables required in your contract(s) or grant agreement(s) with Early Learning Division (ELD). The purpose of this survey is to understand your experiences with the deliverables and how we can improve them in the future.

Please see this guide for explanations of the deliverables:

1. What is your organization or business name?

2. What programs does your organization/business operate?

- | | |
|--|---|
| <input type="checkbox"/> Early Head Start | <input type="checkbox"/> Child Care Resource and Referral |
| <input type="checkbox"/> Baby Promise | <input type="checkbox"/> Equity Fund |
| <input type="checkbox"/> Healthy Families Oregon | <input type="checkbox"/> Preschool Promise |
| <input type="checkbox"/> Relief Nursery | <input type="checkbox"/> OPK/HS |
| <input type="checkbox"/> Early Learning Hub | |
| <input type="checkbox"/> Other (please specify) | |

As part of your agreement with ELD, you are required to collect data that describes the group of children and families that your program serves. Data about characteristics such as race, ethnicity, and gender are demographic data. The required collection and analysis of demographic data is explained here:

Please review this information prior to answering the questions below.

* 3. Do you already collect 100% of the information necessary to complete the demographic analysis?

- Yes
- No
- I don't know

* 4. Which data do you not yet collect?

- N/A - we collect 100% of these elements
- County
- Zip Code
- Child date of birth
- Household income category
- Child race/ethnicity
- Tribal affiliation
- Primary language
- Gender
- Relationship of person reporting to the child

5. Please rate how **prepared** you are to complete the required demographic data collection and analysis where 1 = not at all prepared and 5 = completely prepared.

Not at all prepared

Completely prepared

A horizontal scale bar with five radio buttons. The bar is light gray and contains five white radio buttons spaced evenly across its length. The first radio button is positioned under the text 'Not at all prepared' and the fifth is under 'Completely prepared'.

* 6. Which of the following supports would most help you to complete the demographic data collection and analysis? Please select your **TOP 3** or at least one option.

- | | |
|--|---|
| <input type="checkbox"/> More time to complete it | <input type="checkbox"/> Translation support to collect information from families in multiple languages |
| <input type="checkbox"/> Clearer instructions from ELD about what is expected | <input type="checkbox"/> Help creating online data collection |
| <input type="checkbox"/> Skills training in analysis tools (e.g., Excel, SmartSheets) | <input type="checkbox"/> Help understanding what each of the data elements means |
| <input type="checkbox"/> Forms or worksheets | <input type="checkbox"/> Training in how to collect demographic data from families |
| <input type="checkbox"/> Help communicating with families about the purpose of collecting these data | |
| <input type="checkbox"/> Other (please specify) | |

7. What else would you like to tell ELD about completing the demographic analysis:

TELL US WHAT YOU NEED FOR 2021-2023: EQUITY TRAINING

One of the equity deliverables for all program staff to complete 4 hours of equity training by May 15, 2023.

* 8. Do you have a plan for completing this requirement or know which training(s) you will attend?

- Yes
- No
- I don't know

9. If yes, please list the training(s) you plan to complete:

* 10. Do you want support from ELD staff to find or select an equity training?

- Yes
- No
- I don't know

* 11. Are the Training Resource Samples listed in the Equity Guide useful for selecting a training?

- Yes
- No

12. If no, please briefly describe how the guide could be more useful:

TELL US WHAT YOU NEED FOR 2021-2023: ELD ORIENTATION

As part of the equity deliverables in your agreement, you are required to participate in an orientation.

* 13. In what format would you MOST prefer the orientation?

- Live, in-person (if safe to do so)
- A virtual webinar that we can participate in live
- A pre-recorded online webinar that we can watch on our own time
- A simple e-mail containing the details
- Other (please specify)

* 14. What would be the MOST HELPFUL content in an orientation about next biennium's equity deliverables?

Please select no more than two.

- Overview of the purpose of the Equity Deliverables for ELD and for Grantees/Contractors
- ELD presents data and stories about equity work happening in different programs
- ELD presents research and strategies for making programs more equitable
- Facilitated small-group discussions based on similar equity goals or challenges
- Discussion about equity trainings we have had in the past
- Other (please specify)

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An equitable early learning system ensures that Oregon’s young children and families have access to the type and amount of high-quality early learning, care, and support that meets their individual needs. An equitable early learning system also ensures the all program staff have the opportunities, supports, and resources they individually need to provide these services.

We are interested in learning about work you may be doing related to equity.

* 15. Are you doing intentional, equity-focused work in addition to the required equity deliverables of your agreement (i.e., survey, demographic analysis, equity training, ELD orientation)?

- Yes
- No
- I don't know

16. If yes, please briefly describe:

* 17. Do you have equity goals and/or an equity work plan? (Note: this is NOT a requirement of your current ELD agreement)

- Yes
- No
- I don't know

18. If yes, please briefly describe your equity goals or what you are working on in your plan:

* 19. Would you like support from ELD to set equity goals and/or to create an equity work plan?

- Yes
- No
- N/A

* 20. What are the main equity challenges/issues you are working to solve? Please select your TOP 3, or at least one option.

- Communicating in multiple languages
- Creating a welcoming environment for children and families with diverse racial, ethnic, cultural, and linguistic backgrounds
- Ensuring a safe and inclusive workplace for staff with diverse identities and backgrounds
- Ensuring our meals meet the cultural needs of children (in addition to nutritional needs)
- Hiring staff who reflect the racial, ethnic, and/or cultural diversity of the children and families we serve
- Providing an inclusive curriculum and learning materials
- Providing culturally specific resources to families
- Providing training to teachers or staff on culturally specific or culturally responsive care
- Retaining staff who reflect the diversity of the children and families
- Providing culturally and linguistically specific support and resources to staff
- Eliminating micro-aggressions in the workplace

Other (please specify)

* 21. How often do you use data about your program or children and families to make decisions related to equity?

Never Always

22. Please briefly describe how you use data to inform decisions related to equity:

This section asks about equity deliverables completed in the past.

* 23. For each of the following ELD equity deliverables completed in a previous grant period, please rate how **useful** they were to your organization where 1 = not at all useful and 5= extremely useful. If you did not complete the deliverable, please mark N/A

	0 = Did not complete	1 = Not at all useful	2	3	4	5 = Extremely useful
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equity training (non-ELD provided)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equity training (provided by ELD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizational Self-assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Please describe how you used each deliverable:

Demographic data collection and analysis	<input type="text"/>
Equity training (non-ELD)	<input type="text"/>
Equity training (ELD)	<input type="text"/>
Organizational self-assessment	<input type="text"/>

The ELD may make changes to the equity deliverables required in the future based on your feedback. It is our intent that the required equity deliverables are useful and help to improve equity in your program(s)/services, organization, and community.

Thinking into the future about what is most useful to your program and organization, please provide your opinion on whether the ELD should keep, remove, or change the deliverable. If you want the deliverable to change, please briefly what changes would make the deliverable more useful to you.

* 25. Demographic Data Collection

- Keep
- Change
- Remove
- Briefly describe how we should change Demographic Data Collection:

* 26. Demographic Data Analysis

- Keep
 - Change
 - Remove
- Briefly describe how we should change Demographic Data Analysis :

* 27. Equity Training (not provided by the ELD)

- Keep
- Remove
- Change

Briefly describe how we should change **Equity Training (not provided by the ELD)** :

* 28. Equity Training (provided by ELD)

- Keep
- Remove
- Change

Briefly describe how we should change **Equity Training (provided by ELD)**:

* 29. Organizational Self-Assessment

- Keep
- Remove
- Change

Briefly describe how we should change **Organizational Self-Assessment**

30. Are there any additional equity deliverables that you think would be helpful for us to require in the future (e.g., an Equity Work Plan)?

31. Please share any other ideas about how ELD can support you in improving equity within your program(s)/services.