

TERM: RACIALLY EQUITABLE SERVICES

Adding to input from Change Management Team (CMT as of Dec 2017 – Kay Lancaster, Talena Dixon, Nubia Lopez) and Early Learning Evaluation Advisory Group (ELEAG – includes parents, PSED staff, and Center Directors/site staff)

- With your ideas from the opposite side, review input from CMT and ELEAG and mark:
- What do you agree with? (Mark with **)
- What do you need more information or clarification about? (Mark with ? ?)
- Add new ideas from your post-it notes

<u>Why</u> is a focus on racially equitable services is important?	What do racially equitable services <u>look/feel like</u> for sites and children/families?
<p>Input from CMT / ELEAG:</p> <ul style="list-style-type: none">• Importance of diversity among staff, staff represents the demographics of the community• Families are welcomed to the table, listened to, and give a real voice and ability to influence• Education and training for staff and parents• Accessibility to information for families (translation or materials, use of interpreters, etc.)• Need to fully fund our commitment with <u>BOTH</u> training for all site staff and Racial Equity <u>Coaching</u> (using the assessment tool) for individual feedback and action planning, re: practice• Leading with R/E builds a strong foundation – it is foundational to our work• Need to identify barriers at all levels/spaces• Need education and training for site staff, families, and ESD staff• Culturally diverse staff, materials, and events• Diversity: staff, resources, languages, families, and activities• Use funds/money to support all of these themes• Needs linguistic inclusiveness supports (for parents, staff, and DLL children)• Practice and training on RET use is essential• Using data is critical• Relationship-based work• Learning/open-minded approach is needed	

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Write your ideas on post-it notes and arrange on the below template (so you can easily transfer those you want to share out to a poster)

<u>Why</u> is a focus on racially equitable services is important?	What do racially equitable services <u>look/feel like</u> for sites and children/families?
Ideas across both questions:	