



# Promoting Equity: CSSP & EC-LINC Community Initiatives



**Center for the  
Study of  
Social Policy**  
Ideas into Action





# About CSSP

## Who We Are:

The **Center for the Study of Social Policy** (CSSP) is a national, non-profit policy organization that aims to achieve a racially, economically, and socially just society in which all children and families thrive. CSSP has an organizational commitment to close equity gaps and expose the root causes of disparate outcomes for children and families. We translate ideas into action, promote public policies grounded in equity, support strong and inclusive communities, and advocate with and for all children and families marginalized by public policies and institutional practices.



# Early Childhood-LINC



Alameda County, CA



Orange County, CA



Ventura County, CA



Palm Beach County, FL



Los Angeles County, CA



Kent County, MI



Denver, CO



Hartford, CT



Lamoille Valley, VT



Boston, MA



Volusia & Flagler  
Counties, FL



Multnomah County,  
OR



Onondaga County,  
NY



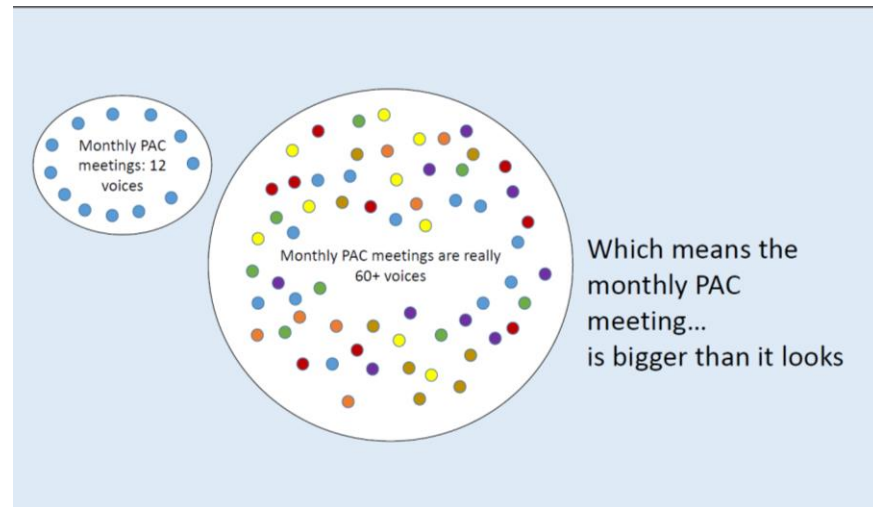
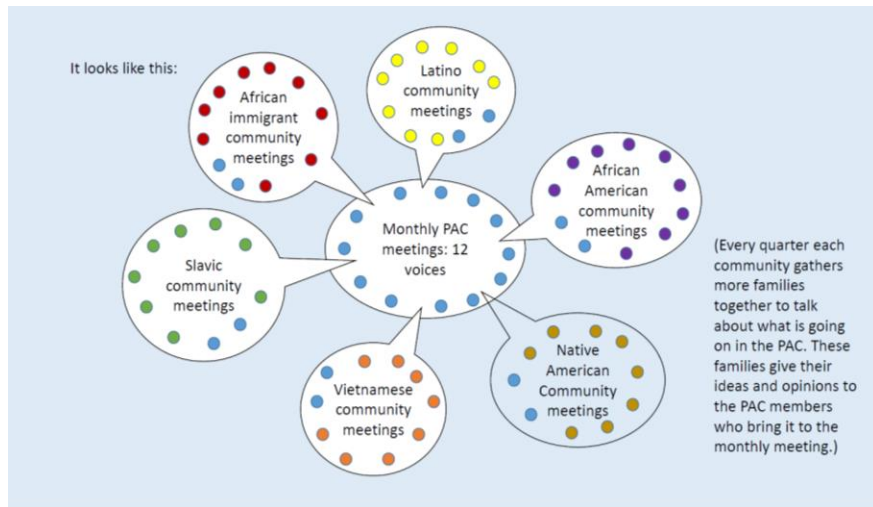
Guilford County, NC



## Multnomah County, OR

### Early Learning Multnomah Parent Accountability Council

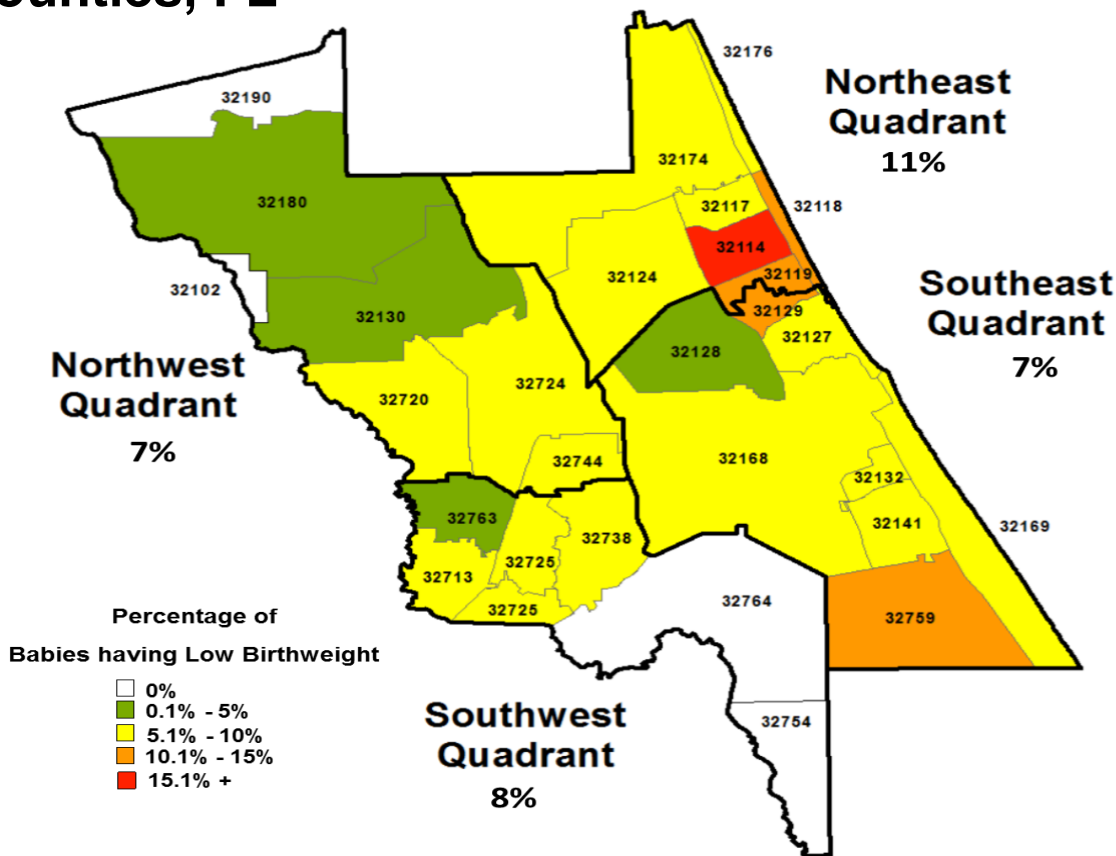
<https://youtu.be/pjamu2Ym2GY>





## Volusia/Flagler Counties, FL

- Efforts to reduce fetal and infant mortality shed light on severe disparities in the 32114 zip code (McCoy neighborhood)
- New satellite social services office will be launched this month to provide residents access to basic services and supports (e.g. WIC, Medicaid)





# Los Angeles County, CA

<https://www.blackinfantsandfamilies.org/>

← → ↻ https://www.blackinfantsandfamilies.org



**Black Infants & Families**  
**LOS ANGELES**

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**Join us as we work together to end  
black infant and maternal deaths in  
Los Angeles County**

Advocating for healthy and joyous births

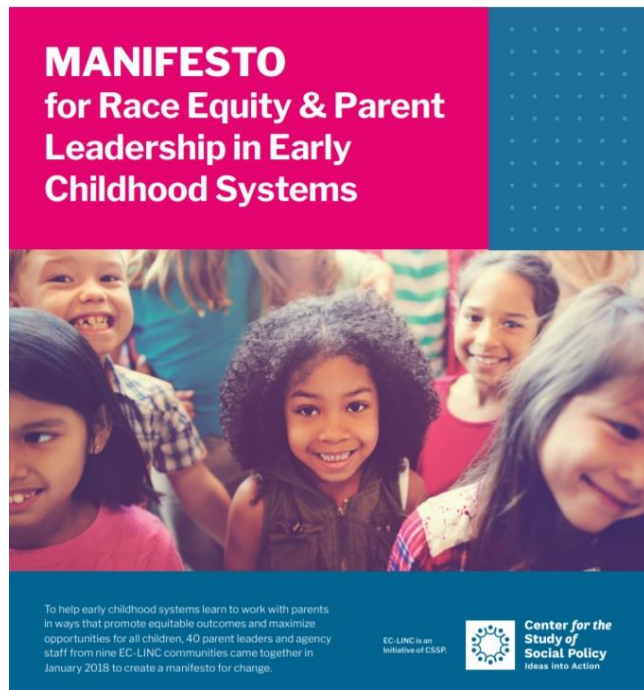
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# CSSP Manifesto for Race Equity & Parent Leadership in Early Childhood Systems



- January 2018 Oakland Convening/Ripples of Transformation
- EC-LINC Parent Leader Network
- 5 Commitments for Change
  - Challenge Racism
  - Embrace Parent Leadership
  - Prioritize Resources
  - Create Career Pathways
  - Maximize Equitable Outcomes

Manifesto Link: <https://cssp.org/resource/manifesto-for-race-equity-parent-leadership-in-early-childhood-systems/>



# Resource to Measure the Performance of Local Early Childhood Systems

- **Assesses how well a local early childhood system:**
  - improves the reach of early childhood services
  - promotes coordination among those services
  - increases the community's commitment to early childhood, and
  - advances equity and parent engagement
- **Early Childhood System Performance Assessment Toolkit Link:**  
<https://cssp.org/resource/early-childhood-system-performance-assessment-toolkit/>







# Measuring the Performance of Local Early Childhood Systems (continued)

## Advancing Parent Engagement & Equity

Link: <https://cssp.org/our-work/projects/shared-results-outcomes-metrics/shared-results-outcomes-metrics-equity/>

### 4.1 Parent Engagement

*Level at which parents are engaged as partners and leaders in the early childhood system*

#### Purpose

This measure enables system stakeholders to which agencies operating within engage parents as partners and leaders in the early childhood system supports the development of help communities as part of several CSSP initiatives that of family engagement from separate an integrated, continuing stream of be leaders in their families and communities and systems (see Resources). By these systems are encouraged to extend preschool classroom, where most early childhood systems of care, in health, mental health, and community results of improved engagement at accountable services and, ultimately and children.

#### Definition

This measure recommends a process stakeholders can improve their system parent engagement performance to implementation of a self-assessment agencies. The Parent Engagement acts as a starting point for dialogue and systems—in collaboration with community-based stakeholders—to strengths, target areas for development You may choose to use one or more

- **Abridged Assessment Tool.** on family engagement strategy time and scope, we recommend Tool as a starting point. Engage collaboratives, and parent leaders build awareness, spark ideas
- **Comprehensive Assessment.** collaboratives, and systems to the approach to engaging far the Comprehensive Assessment stakeholders—including parent tool can inform a strategic plan process.
- **Questions for Grantmakers, Builders.** For those agencies work affects families but does questions can help determine and leverage influence to engage engagement in the field.

Each of these tools guides the system competencies across four “pillars”:

### 4.2 Advancing Equity

*Level at which attention is paid to ensuring that the early childhood system meets the needs of all young children and their families*

#### THIS MEASURE IS IN DEVELOPMENT

##### Value

There are pervasive disparities in early childhood outcomes by race and ethnicity, and significant challenges in achieving equitable outcomes across other factors like family income, neighborhood, language spoken at home, disability status, and immigration status. One of the contributions of an effective early childhood system can be to focus attention on these issues and pursue solutions that would not be possible for individual service providers.

A well-functioning early childhood system allows leaders and stakeholders to look across the programs and services that make up the system to assess and improve: how well it is meeting the needs of the community's entire population of young children and their families; where there are gaps; and where the system is perpetuating inequities or not serving some families well. While this includes looking closely at the available data to determine where there are disparities in outcomes, there are also other steps that system leaders can take to advance equity in the early childhood system and in the community. Early childhood system leaders can use their position to influence the work of the system as a whole, as well as practice within direct-service programs, through training, coaching, incentives, and requirements.

Advancing equity will likely raise some issues that can seem to be outside of the core responsibilities of an early childhood system—for example, addressing homelessness, or equitable access to safe play spaces. Early childhood systems can't solve these problems on their own, but they can work in ways that raise the likelihood that elected officials and other community leaders will act on them. At the same time, most early childhood systems will find issues within their realm of direct influence, such as disparities in preschool expulsion and diversity of the early childhood workforce and leadership, which can be addressed from within the system.

##### Definition

Equity has been defined as “just and fair inclusion into a society in which all can participate, prosper, and reach their full potential.”<sup>18</sup> This system performance measure prompts an assessment of how well leaders and stakeholders in the early childhood system are using the system-level perspective and influence they have to advance racial, economic, and social equity in the community.

The tool below is focused around ten topic areas which include activities at the system level, activities related to influencing practice within the sectors that make up the early childhood system, and activities at the program level. With these activities, early childhood system leaders can understand and improve the ability of the system to meet the needs of all families with young children and reduce disparities in access, quality, and outcomes.

Communities can use the reflective self-assessment tool to discuss and give a rating of how well the early childhood system uses strategies to advance equity in each of ten domains and then assign an overall rating of current efforts to advance equity.

#### Summary of Steps

1. **Set intentions.** Decide on your community's goals with respect to assessing how well the system is advancing equity.
2. **Stakeholder engagement.** Identify early childhood system leaders or representatives to participate in the assessment process. With the stakeholder group, affirm or revise intentions.
3. **Convene stakeholders.** Convene the group to talk through the assessment, reflect on the results, and determine what to do next with the information/analysis. Communities can use the Action Plan template in this Toolkit to help plan next steps.
4. **Rate.** Discuss each of the ten domains in the tool, arriving at a rating of 1-4 for the question(s) within each domain. Then discuss how well the early childhood system is doing on advancing equity overall.
5. **Interpret.** Communities should consider several questions as they analyze and interpret their responses on the assessment tool.
  - a. What differences did you see in how various stakeholders assessed the system's current efforts? While there will always be variations in perspective among a group of people, it is particularly important to pay attention to differences by group when discussing questions related to equity. Did parents' responses differ from those of service providers and system leaders? Did people of color assess the system's efforts differently than white participants? Where you see patterns of differing perspectives, devote some extra time to discussing those perspectives. It may be that system efforts are not visible to community members, and it may be that the efforts being made are not meeting the needs of people in the community. Both of these scenarios offer opportunities for learning and improvement.
  - b. What would it take for your community to get to the next level in one or more domains, or overall? Responses may reflect various factors including political will or resources.
  - c. If you achieved a level 4 in any of these domains or overall, what led to that success? How can these successes be shared with other communities to support their improvement?
6. **Determine what action should be taken as a result of the analysis, and record in action planning guide.** Use this



# Parent Engagement & Leadership Assessment Guide & Toolkit

- Part of EC-LINC Outcomes and Metrics Initiative
- Builds on Strengthening Families
  - Aligns w/ Ripples & Manifesto
- Piloted in several EC-LINC communities
- Includes:
  - Abridged tool
  - Comprehensive tool
  - Questions for Grant Makers, Policy Advocates, & Capacity Builders

 FAMILY-CENTERED 	 EQUITY-DRIVEN 	 COLLABORATIVE 	 TRANSPARENT 
<b>What does it mean?</b> Agencies prioritize and champion engaging parents as partners and leaders as a central strategy to achieving positive, equitable outcomes for children and their families.	<b>What does it mean?</b> Agencies make it a priority to understand families' experiences and break down barriers created by systemic, institutional, and individual racism.	<b>What does it mean?</b> Agencies develop strong partnerships with parents and parent-led organizations to support parents to build their power, develop their leadership, and advocate for their children and community.	<b>What does it mean?</b> Agencies ensure parents have access to information that allows them to fully participate and influence agency and system-level change processes.



# Thank You

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