

## DRAFT ELAC Racial Equity Implementation Plan

| A. ELAC ROLES & RESPONSIBILITIES                                                                                                                                                                                                                                                               | ELAC ACTIONS & DECISIONS                                                                                                                                                                                                                               | NEXT STEPS OR ASSIGNMENTS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | DATES                                                                           |
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| <p>Create an <b>implementation plan</b> that outlines specific <b>roles and actions</b> for ELAC members.</p> <p>Build on our current strengths and go deeper with specific perspectives from ELAC and opportunities for growth and learning. Success is measured by a change in behavior.</p> | <p>1. ELAC affirmed and clarified the <b>roles and relationships</b> between ELAC and DEL.</p>                                                                                                                                                         | <p>Staff assignment to modify the State and Local Early Learning Coordination System Key Partners and Roles diagram (and other materials, such as the ELAC Charter) to include that Council includes diverse, statewide representation reflecting regional, racial and cultural diversity, as described in the ELAC statute (<a href="#">RCW 43.215.090</a>).</p> <p>Potential changes to the ELAC statute needs to be part of the work plan and must emphasize the racial equity lens in suggested changes.</p> <p>The group agreed to practice being in the desired communication styles; modeling trusting behaviors and looking for shared results and notice how it makes a difference in the work and agreements.</p> | <p>June – July 2015</p> <p>Discuss at August 10 ELAC Meeting</p> <p>Ongoing</p> |
|                                                                                                                                                                                                                                                                                                | <p>2. Affirm with all members the clarification that ELAC provides advice, guidance and input to DEL, and there is opportunity for state and local action to participate in the design and implementation of early learning programs and policies.</p> | <p>Reflect clarifications in Charter, orientation materials and other relevant documents.</p> <p>Continue to explore ways to frame information in a way that is easy to understand for ELAC members and Regional Advisers to convey to their constituencies and communities and for people to respond. Also assure that the requests can match the capacity of the group to respond. “How is it possible to get the most critical elements of our communities to support getting the work done?”</p>                                                                                                                                                                                                                        | <p>June – July 2015</p> <p>Ongoing</p>                                          |
|                                                                                                                                                                                                                                                                                                | <p>3. Gained clarity on input for formal products</p>                                                                                                                                                                                                  | <p>Design tool and data tracking system for requests for</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>June – July 2015</p>                                                         |

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|                                                                                                                                                                                                                                              | versus input for implementation; supported by a data tracking system.                                                                                                                                | input for formal products and implementation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                   |
|                                                                                                                                                                                                                                              | 4. Consider updating the statute to reflect current ELAC growth. Think together about changes to propose, such as using language consistent with the state and local Key Partners and Roles diagram. | <p>Include as part of DEL 2016 Agency Request Legislation discussion at August 10 ELAC meeting:</p> <ul style="list-style-type: none"> <li>• Need to revisit terms. ELAC has shorter terms than most advisory bodies. Succession planning.</li> <li>• Need to revisit funding for coalitions and the capacity of coalitions to do what they need to do independently and for DEL and Thrive. In the system in WA, the early learning coalitions are of primary importance. They will be a key driver of the racial equity work.</li> <li>• If there are statutory changes, a community voice is important to be added to the statute. Coalitions should be mandated for inclusion as voting members of ELAC.</li> </ul> | Agency legislative and budget requests are due in September 2015. |
| <b>B. RACIAL EQUITY FOUNDATION</b>                                                                                                                                                                                                           | <b>ACTIONS &amp; DECISIONS</b>                                                                                                                                                                       | <b>NEXT STEPS OR ASSIGNMENTS</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>DATES</b>                                                      |
| <p>Create a <b>foundation (framework)</b>, so that everyone understands what it means and looks like to lead for equity.</p> <p>Identify and communicate potential <b>outcomes</b> from implementing a racial equity framework for ELAC.</p> | 5. Adopted the modified Racial Equity Theory of Change (RE-TOC) Outcome Map document to serve as the <b>ELAC Racial Equity Framework</b> and shared view.                                            | <p>Reflect the language change across all materials for ELAC’s purposes. Determine next steps for sharing this framework along with the other agreements of the session.</p> <p>Cross-reference the ELAC Racial Equity Framework with the ELAC 2015 Work Plan to look for ways to align with these specific intentions.</p> <ul style="list-style-type: none"> <li>• Future discussions of the ELAC Racial Equity Framework: Most of the items that are referenced in the policies, practices and cultural representation are not in place in our system. These are the changes that have to happen in order to achieve the end goal. In what ways are</li> </ul>                                                       | <p>June – July 2015</p> <p>June – July 2015</p>                   |

| C. RACIAL EQUITY TOOLKIT | ACTIONS & DECISIONS                                                                                                                                                                                                                                                                                                                                                                           | NEXT STEPS OR ASSIGNMENTS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | DATES                                                                                                                                                                                                       |
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|                          | <p>6. Agreed to incorporate and refer the ideas on <i>Family Partnerships, Engagement and Voice</i>, along with <i>Opportunities for Collaboration</i> to other forums as appropriate.</p>                                                                                                                                                                                                    | <p>we willing to change in order to meet these ideas?<br/>Determine the appropriate avenues for sharing these ideas to inform their work.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Ongoing                                                                                                                                                                                                     |
|                          | <p>7. Adopted a set of <b>ELAC Principles</b> that serve as a foundation for our data driven actions. These principles are the rules that guide ELAC’s conduct to achieve the goal of race being eliminated as a predictor of progress and success. They serve as a place for members to return to when struggling with policy making issues that impact racial equity in early learning.</p> | <p>Put the principles into practice.<br/>*See excerpts at the end of this document from the April 5 meeting notes when you answered this question: “What difference would it make if you adopted these principles?” Schedule time to discuss action steps you can start now.</p>                                                                                                                                                                                                                                                                                                                                                                                                 | Ongoing                                                                                                                                                                                                     |
|                          | <p>8. ELAC meetings can be <b>repository</b> that furthers the work of racial equity through the sharing of experiences, align/connect conversations at both the state and local level, as well as planning/implementation strategies.</p>                                                                                                                                                    | <p>Carve out at least 20 minutes in every ELAC agenda to discuss equity.<br/><br/>Look at the 2015 Work Plan for the rest of the year. Are there conversations that should happen to assure we are thinking from a racial equity perspective?<br/><br/>We would like to see a logical link between the work plan of the coalitions, the ELAC and the Washington Early Learning Partnership (WELP). Create a “give and take” between the three groups, so everyone knows what is on everyone’s work plan and there can be alignment across the work plans. Everyone leading discussions on work plan topics should incorporate ELAC’s racial equity principles and questions.</p> | Ongoing<br><br>The CCDF plan is now not due until March 2016, so the group suggested adding the topic to the August and October meetings agendas and use the racial equity lens as part of that discussion. |

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| <p>Develop a <b>toolkit</b> to move the RE-TOC from philosophy to practice. The toolkit is a part of the structure and practice of ELAC.</p>                            | <p>9. Adopted a set of <b>ELAC Questions and Inquiries</b> to be considered when looking at any policy, practice, procedure, funding opportunity, etc. The questions are used to guide the work of ELAC and ensure that a racial equity lens is used at all times.</p>                                                                                                                                                         | <p>Look at 2015 Work Plan to identify areas where the questions can inform the presentations and used as prompts for guidance to speakers and the meeting discussions.</p> <p>The following note was not discussed at the meeting but would fit here as part of the cross-walk with 2015 Work Plan. <i>ELAC could commission a smaller work group to conduct an in-depth examination of existing systems and practices, provide feedback about what aspects of the current system are perpetuating disproportions, and advise on how to make modifications to eliminate inequities. See detail in materials from meeting.</i></p> | <p>Ongoing</p> <p>Beginning June 2015</p>                 |
|                                                                                                                                                                         | <p>10. Make data part of the toolkit that ELAC and partners use to begin their racial equity work. Develop <b>common understanding of</b> and distribute <b>data</b> (paired with stories) regarding racial inequity, and why it matters.</p>                                                                                                                                                                                  | <p>Item 10 was not discussed at the meeting but would fit as a new item. <i>A next step could be to cross-reference with the 2015 Work Plan to specifically look for data needs/opportunities.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                            | <p>Beginning August 2015</p>                              |
| <p><b>D. RACIAL EQUITY IMPLEMENTATION PLAN</b></p>                                                                                                                      | <p><b>ACTIONS &amp; DECISIONS</b></p>                                                                                                                                                                                                                                                                                                                                                                                          | <p><b>NEXT STEPS OR ASSIGNMENTS</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <p><b>DATES</b></p>                                       |
| <p>Focus on areas and partnerships where ELAC has influence to infuse a racial equity lens in the body of work. Build off assets to further strengthen communities.</p> | <p>11. Agreed to enhance <b>ELAC Operations</b> in these ways:</p> <ul style="list-style-type: none"> <li>• look at ELAC member terms</li> <li>• succession planning</li> <li>• capacity of coalitions</li> <li>• location of meetings</li> <li>• orientation</li> <li>• impact of putting the shared principles into practice</li> <li>• expectation of members on time and engagement and getting voices from the</li> </ul> | <p>Find out the status on who will serve on DEL’s Parent Advisory Group and clarify the equity of those selections.</p> <p>Orientation for new members and peer mentoring of new members.</p> <p>Need more representative voices at the table of ELAC. Use the principles as part of the new member orientation and incorporating them into all ELAC meetings.</p>                                                                                                                                                                                                                                                                | <p>June 2015</p> <p>July – August 2015</p> <p>Ongoing</p> |

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|  | field <ul style="list-style-type: none"> <li>people who nominate members to ELAC to have mindset that members represent the diversity of the state</li> </ul> |                                                                                                                                                           |                 |
|  | 12. Initiated a process plan for requested input regarding the top leadership change at DEL.                                                                  | Bette will also mention the idea to Heather Moss, DEL's Deputy Director. ELAC members and Coalitions will share hopes and fears as to the new leadership. | May – June 2015 |

**\*Notes on Principles**

- Principles for Individuals.** Regarding what difference it will make if we adopt the principles, the following ideas were offered: *This is about who you are as a person and how you think and problem solve. It would be a part of the orientation of any new members to ELAC. As people are committing to become part of ELAC, they need to say whether this is part of their world view and to not become a member of ELAC if they cannot commit to these individual principles. Better communication and authentic communication. It would change conversations that we have with people at home. There may be unintended consequences of asking people to acknowledge structural racism (such as their discomfort that we will face).*
- Principles for Institutions.** Regarding what difference it will make if we adopt the principles, the following ideas were offered: *We liked the idea of having a set for individuals, institutions and systems. If we as individuals adopt the first set of principles, then we are a part of creating the process steps (outlined in this set of principles) that then impacts us an institution. We noticed that just one of these principles for institutions can produce the intended outcome. They need to be within the context of a whole process of thinking and engagement.*
- Principles for Systems.** .” Regarding what difference it will make if we adopt the principles, the following ideas were offered: *It gives us some guiding principles as new members come on board as well as taking it to our regional coalitions to get insight into the principles under which ELAC will be operating. Once I commit to the individual principles then I know what I am committing to as the institution.*