

Birth-to-Three Equity Initiative

KING COUNTY DEVELOPMENTAL DISABILITIES DIVISION

**Local Innovations Presentation
for the
State Interagency Coordinating Council
August 2, 2017**



OUR PURPOSE TODAY...

*...is to inspire you to **your next steps** to create more welcoming communities and systems that promote equity, inclusion and wellbeing for families with young children.*



BRIEFLY WE WILL...

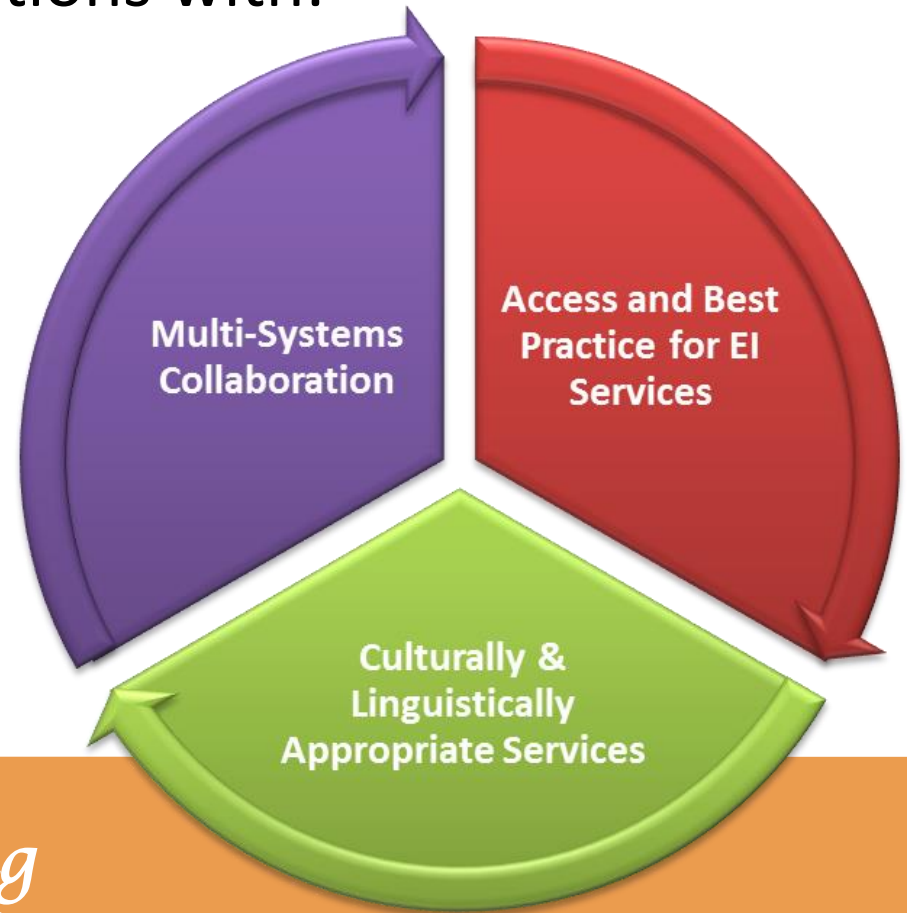
1. Overview of Our Equity Initiative
2. Activity
3. Provider Reflections on Change



Grew From Our Three Year Plan

Developed recommendations with:

- Families
- Providers
- Community Partners



Who will help you bring multiple perspectives?

ENGAGED COMMUNITY PARTNERS

Infant & Early Childhood
Mental Health

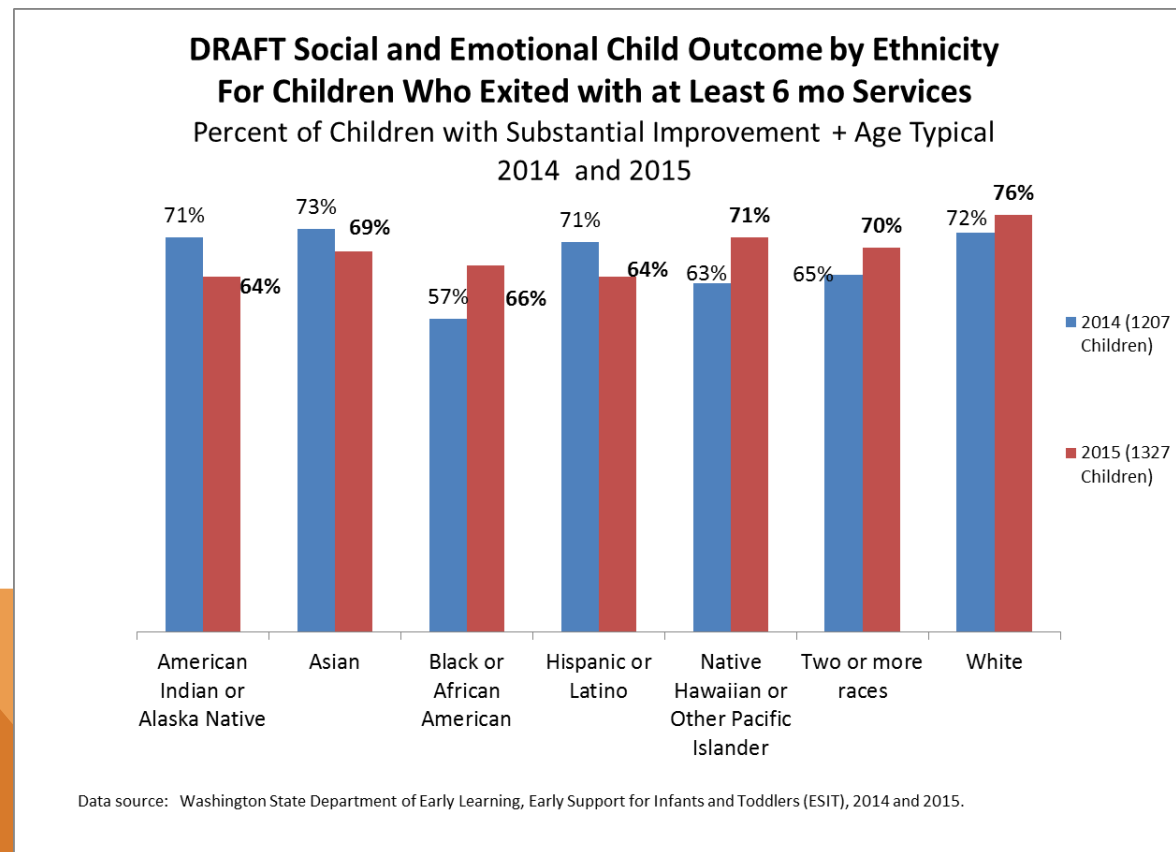
Birth-to-Three Services
“Early Intervention”

Early Learning

What might be benefits of working cross-systems for your initiative?

CONSIDERED DATA

- ❖ Quantitative & Qualitative
- ❖ Listened to families /convene unrepresented groups



Envisioned Future Potentials

Our focus...

Equitable:

- Access
- Services
- Child Outcomes



How do you envision what COULD BE?

Theory of Change—Assumptions

Leadership Development Model

Management Buy-In

Universal Access to Basic Curriculum

Multiple Delivery Possibilities

Young Child & Family Focused

Incorporate Existing Modules

Relationship-Based

Reflective Practice Embedded

DIVERSE & MULTI-RACIAL TRAINING TEAMS

Strengths Context for Growth/Change

Connect with Social-Emotional

*Trauma-Informed
Approaches*

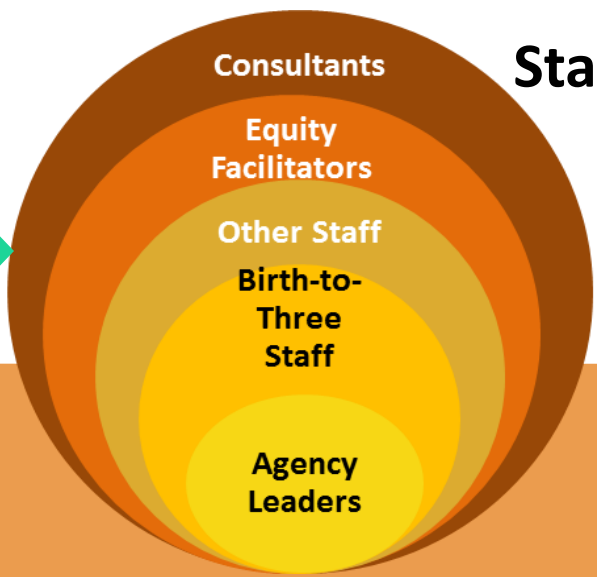
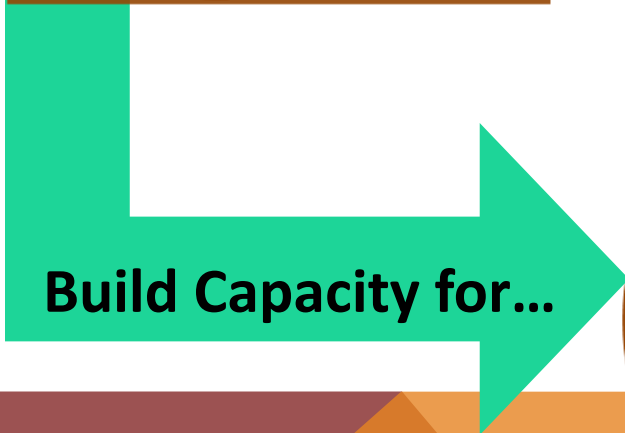
Theory of Change



Equity Facilitator Development

*Foundational + Advanced Training

*Model/Lead as Training Assistants



Staff Development

--Foundational Training

Theory of Change—Outcomes



Builds Capacity for...

Facilitator & Staff Development

- *Strengthen Staff Competencies: Awareness, Knowledge, Skills, Advocacy
- *Individual Staff Action Plans
- *Build Leadership Interest, Skills and Will

Agency Equity Change Teams

- *Self-Assessment/Action Plan
- *Improve policies/procedures
- *Strengthen hiring/retention



Theory of Change—We're Working Towards:

Equitable Access--King County's Early Intervention system is reflective of the population of children 0-3 years in the region.

Equitable Services—Families enrolled in Birth-to-Three services, particularly families of color, can access culturally and linguistically appropriate and meaningful services and providers.

Child and Family Outcomes after participating in Early Intervention services in King County are equitable across cultural, linguistic and racial backgrounds and geographic areas of King County.

Early Intervention Workforce is bilingual, bicultural and reflective of communities in King County.

All Systems Improvements and processes incorporate equity lens, equity tool kit analysis, meaningful stakeholder participation and promote equitable outcomes.

*What are the changes you seek?
How will you get there?*

FROM OUR FOUNDATIONAL CURRICULUM

1. Getting Started
2. Multiple Perspectives
3. Culture
4. Identity Development
5. Working with Young Children & Families
6. Everyday Racism
7. Institutional & Structural Racism
8. Taking Action
9. Closings & Next Steps
10. Launching Equity Change Teams



Identity Triangle

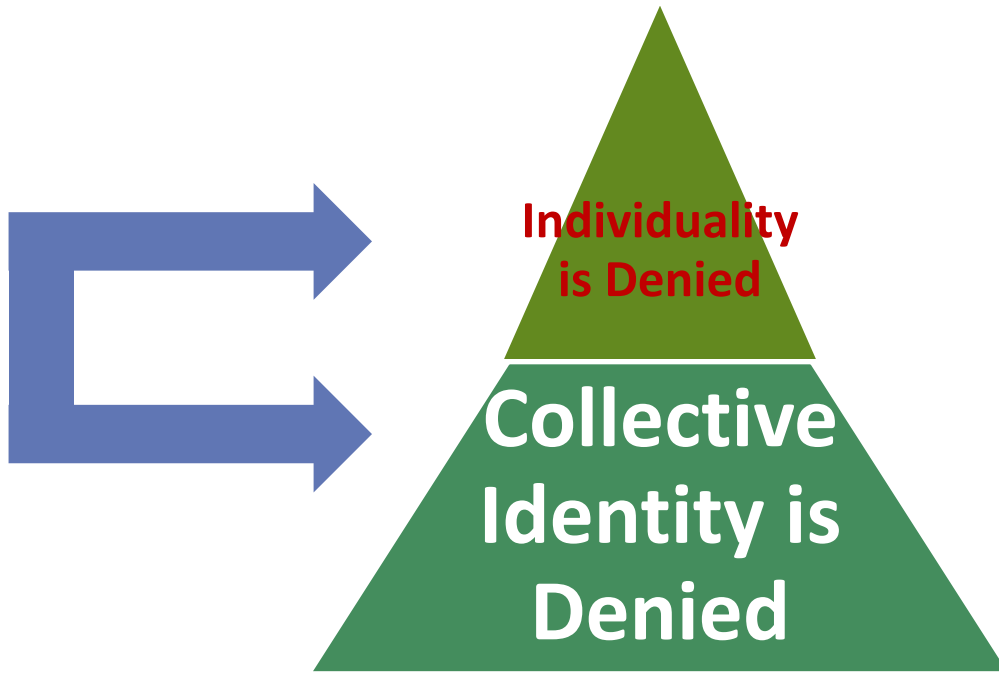
**Individual
Uniqueness**

**Collective
Identity**

**Common
Humanity**

Adapted from
Joey Boyer

**When people say...
“ I don’t see color” or “We’re all alike”**

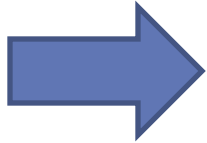


Adapted from
Joey Boyer

**Common Humanity is
Lifted Out and
Over-Emphasized**

When people say...

“ We’re all individuals...we rise and fall on our own”



**Individuality is
Over-Emphasized**

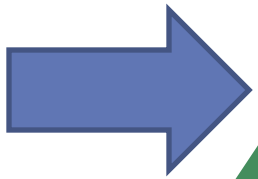
**Collective
Identity is
Denied**

**Common Humanity
is Denied**

Adapted from
Joey Boyer

When an “ism” Happens

**Individual
Uniqueness is
Denied**



**One Aspect of Collective
Identity is Given
Negative Connotation**

**Common Humanity is
Denied**

Identity Toss

Name

Gender / Sexual Orientation

Race / Ethnicity

Religion / Spiritual Beliefs

Language

Growth Mindset... **Provider Panels**



THANK YOU TO ALL WHO MADE THIS POSSIBLE!

For more information contact:

Wendy Harris wendy.harris@kingcounty.gov

Barb Yasui daruma52@gmail.com

Benita Horn brhorn2000@gmail.com

Sue Tripp skytripp@comcast.net



Questions? Comments...