CREATING AN ENVIRONMENT TO ADVANCE RACIAL EQUITY
IN WASHINGTON STATE'S EARLY LEARNING SYSTEM

Programs, policies, and funding decisions to implement the Early Learning Plan are well informed and prioritized in response to the experiences, perspectives, and needs of people of color.

Increase community voice and influence for those furthest from opportunity
- Diverse parents, professionals, and community leaders provide insight, wisdom, and expertise in serving children and families.
- Decision making processes genuinely engage individuals, organizations, and tribes to participate.
- Members of diverse communities are supported, coached, and mentored as they participate in decision making processes.

Inform practice with diverse measures and diverse stories
- Data is gathered and interpreted in ways that build trust and insight among diverse communities.
- Approaches accommodate the diverse racial, cultural, tribal, and language needs of children and the professionals who serve them.
- Communities of color are genuinely engaged in defining credible and relevant data and approaches.

RACE IS ELIMINATED AS A PREDICTOR of progress and success for children ages birth to 8
- Resistance that slows progress and impedes action.
- Dialogue to promote change and speed progress.

Make decisions that genuinely meet the requirements of communities of color
- Value of, and insight about, diverse community needs are the foundation of the decisions made.
- Coordinated decision making is transparently and consistently inclusive of diverse communities.
- People of color are intentionally represented in the hiring, appointment, and election of decision makers.
- State, tribal, and local agencies work together to support children’s success.
- Programs are designed and refined to promote access and relevance to children’s race, culture, and situation.
- Cultural competence and linguistic relevance are seen as hallmarks of quality.

Design and implement systems that respond to children’s diverse situations

HOW WE CAN LEAD FOR RACIAL EQUITY
1. Start conversations about why equity and opportunity matters to everyone.
2. Listen, learn, and partner with communities of color to improve policies.
3. Cultivate and mobilize diverse advocates to champion racial equity.
4. Build relationships and invest resources that will result in lasting change.

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