# Advancing First 5 REDIness: Race, Equity, Diversity, Inclusion

Presentation to the First 5 California State Commission

By Camille Maben & Jackie Thu-Huong Wong First 5 California, &

Melissa Stafford Jones, First 5 Association

July 22, 2021

# Presentation Overview

Two-Part Presentation: Today- State Level Focus; October- Local Focus

Overall Scope of First 5 REDI Efforts

Findings from First 5 REDI Assessment Interviews
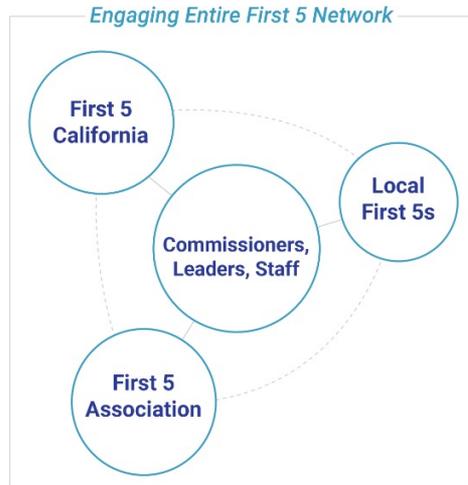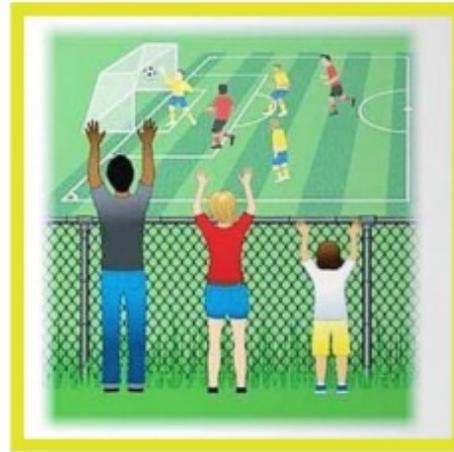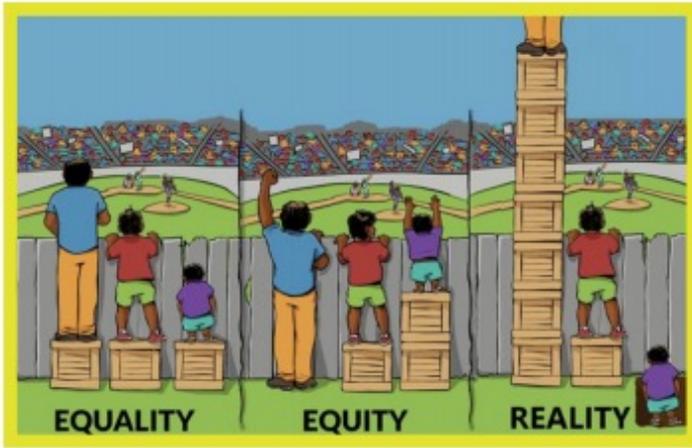
First 5 Network 2-year REDI Initiative

Integrating REDI into First 5 California Northstar and First 5 Association New Strategic Plan

Next Steps

# Comprehensive REDI Approach

## Engaging Entire First 5 Network

- First 5 California
- Local First 5s
- Commissioners, Leaders, Staff
- First 5 Association

## Multi-Level

- Individual
- Parent Family Community
- Program
- Organizational
- Policy & Systems

## Range of Capacity-Building Approaches

- Assessments
- Trainings/Learning Experiences
- Peer to Peer Sharing
- Resource & Tool Development
- Policies & Procedures
- Organizational Culture Development
- Planning Supports
- Organization-specific supports
- Transparency

Sources: Variations of these images have been created by Craig Froehle, Angus Maguire, the Center for Story-Based Strategy and the Interaction Institute for Social Change.

# Targeted Universalism

# Increasing the Capacity of First 5 Network to advance REDI

**First 5 Network - REDI Process Timeline Overview**
**Teng, Satterwhite, and Atkin**
**2021 (Year 1)**

| Winter 2021 | Spring 2021 | Summer 2021 | Fall 2021 |
|---|---|---|---|
| **Phase 1: Getting Ready**<br><br>• Launching REDI Core Team<br>• Drafting Theory of Change<br>• Defining Assessment Process | | | |
| | **Phase 2: Assessment**<br><br>• Conducting Survey & Interviews<br>• Reviewing Results w/ Core Team | | |
| | **Phase 3: Curricula Design & Pilot**<br><br>• Outlining and Pilot Testing Curricula<br>• Revising Curricula Based on Pilot Learnings<br>• Revisiting Theory of Change with Core Team<br>• Planning Trainings and Statewide Gatherings | | |
| | | **Phase 4: Aligning for Implementation**<br><br>• Conducting Trainings and Virtual Gatherings<br>• Providing "Curbside" Coaching for Implementation<br>• Updating Curricula and Preparing for Year 2 | |
| **Throughout the project, the consulting team will engage the REDI Core Team in a continual feedback loop and process of co-creation.** | | | |

# REDI THEORY OF CHANGE
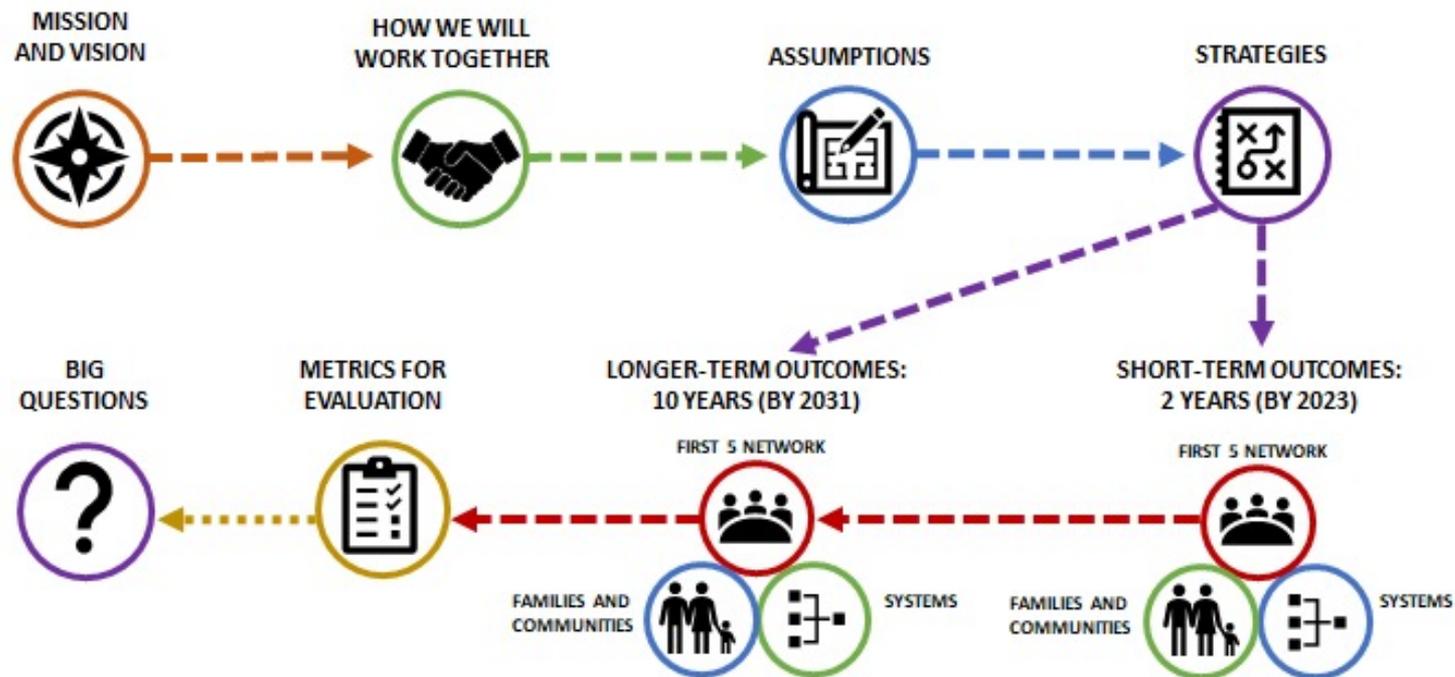
# First 5 Network REDI Assessment Key Findings



**FIRST 5** Race, Equity, Diversity, and Inclusion (REDI)

Findings from Stakeholder Interviews

## Tailwinds...that make REDI work ripe for success

- **Momentum** created by national conversations (e.g., Black Lives Matter, COVID-19, etc.)
- **Racial equity initiatives** of local Commissions
- **Racial equity efforts** by city/county governments, including creating equity offices
- **More** people and organizations doing **racial equity work**
- **Multi-sector collaboratives** formed to address racial equity issues
- **Strong voices for racial equity** and high level of organizing in communities of color
- First 5 Association **leaders calling out REDI** work
- A huge **farmworker population advocating** for change
- First 5's success and positive **relationships with tribal communities**
- **REDI trainings** sponsored by First 5 Association
- **Funders' interest** in promoting racial equity
- **More people of color** in leadership
- **Universal popularity** of child development
- **More focus on racial equity at all levels**

## Headwinds...that make REDI work challenging

- A politically **difficult issue** requiring a long-term commitment
- People who are **complacent**, lack awareness, are not open-minded, and/or are in denial
- Current policies and practices perpetuate **white supremacy culture**
- **Lack of clarity/alignment** about basic definitions, goals, and strategies... and differences of opinion about how to proceed
- **Lack of staff accountability** for achieving racial equity outcomes
- Some **resistance** to anti-racism or inclusion training
- **Lots of talk, little action**, about racial equity
- Some **elected leaders are not supportive** of racial equity efforts
- Impact of the **COVID-19** pandemic
- **Lack of funding** for racial equity work
- Having to deal with **systemic racism**
- Widespread **lack of community trust**

# Discussion Questions

What within the assessment findings did you find particularly striking or important to reflect on or understand?

Did you see any linkages between your leadership and work on equity to the report findings?  How can that inform our ongoing REDI work?

What about the findings surprised you?   What additional questions or wonderings did the findings raise for you?
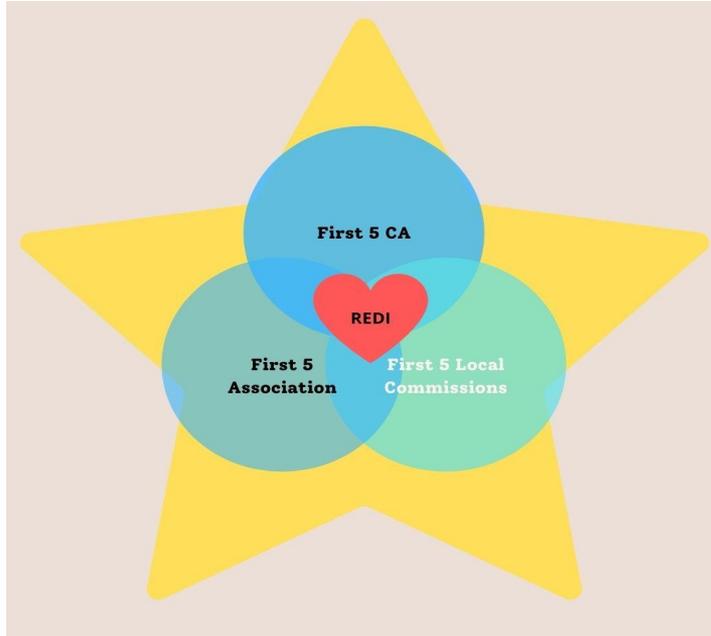
REDI Integrated Part of First 5 California North Star

# First 5 Association Strategic Plan Centers REDI

- ▶ F5A DRAFT Strategic Plan Represents Collective Goals of Local First 5s

- ▶ Centers Race, Equity, Diversity and Inclusion

- ▶ REDI Priority and Embedded Within All Strategic Plan Priorities

  - ▶ REDI Centered in Policy and Systems Change Agenda

  - ▶ First 5s Capacity to Advance REDI Locally

  - ▶ Increase Internal Association Capacity to Advance REDI

- ▶ Increase Parent and Family Voice and Power to Shape Services, Systems, and Policy Work

- ▶ Framework of Targeted Universalism

**Big Question:**
What is our role in advancing not just racial equity but racial justice?



**Racial Equity**

The original guide describes four important features of **a racial equity lens**:

- Analyzes data and information about race and ethnicity
- Understands disparities and the reasons they exist
- Looks at structural root causes of problems
- Names race explicitly when talking about problems and solutions

**Racial Justice**

A **racial justice lens** adds four more critical elements:

- Understands and acknowledges racial history
- Creates a shared affirmative vision of a fair and inclusive society
- Focuses explicitly on building civic, cultural, and political power by those most impacted
- Emphasizes transformative solutions that impact multiple systems

# Next Steps

Finalization and planning to execute on F5CA Northstar and F5A Strategic Plan that both center REDI

Fall/winter REDI initiative trainings and learning experiences

Presentation to State Commission on Examples of Local First 5 REDI work

Shared REDI learning and practice resources

Catalog of local First 5 REDI work to support peer sharing and learning

First 5 Network REDI Dashboard