

Change you,
Change the
System

Institute For Child Success
Cemeré (see-mere-ray) James
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Overview



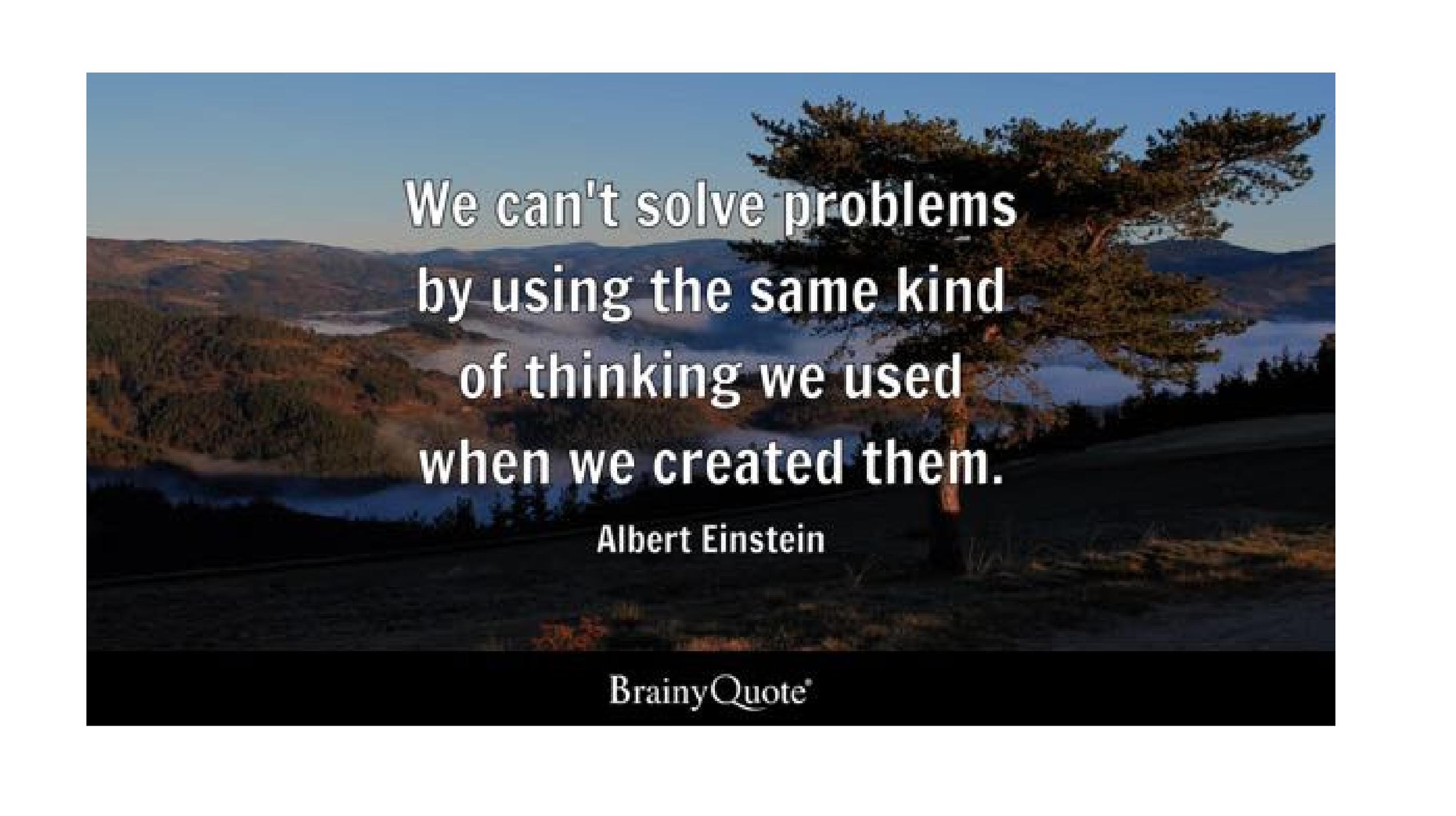
Equity Principles



What are your equity principles? How do you develop and use them?

Equity Literate
Equity Fluent
Equity Effective

An equity-driven human services system meets all children's needs regardless of ethnicity, race, ability to pay, ability differences, language, family structure, economic status, or geography. Meeting children's needs requires partnering with and supporting the experts; the families and providers that educate and nurture children every day. These experts must be engaged to define quality and assess whether *all* children's needs are being met.



We can't solve problems
by using the same kind
of thinking we used
when we created them.

Albert Einstein

BrainyQuote®



Principles are the fundamental truths that serves as the foundation for a system or set of belief

My Guiding Principle

- Policies designed to benefit families and children should be informed by diverse perspectives from the communities that are served.

Current Thinking: Program standards or funder requirements don't always align with meeting the needs of children and families.



Equity Approach: We can use our voices to demand that program standards respond to the needs of families and children.

Equity, Diversity
and Quality
equally valued





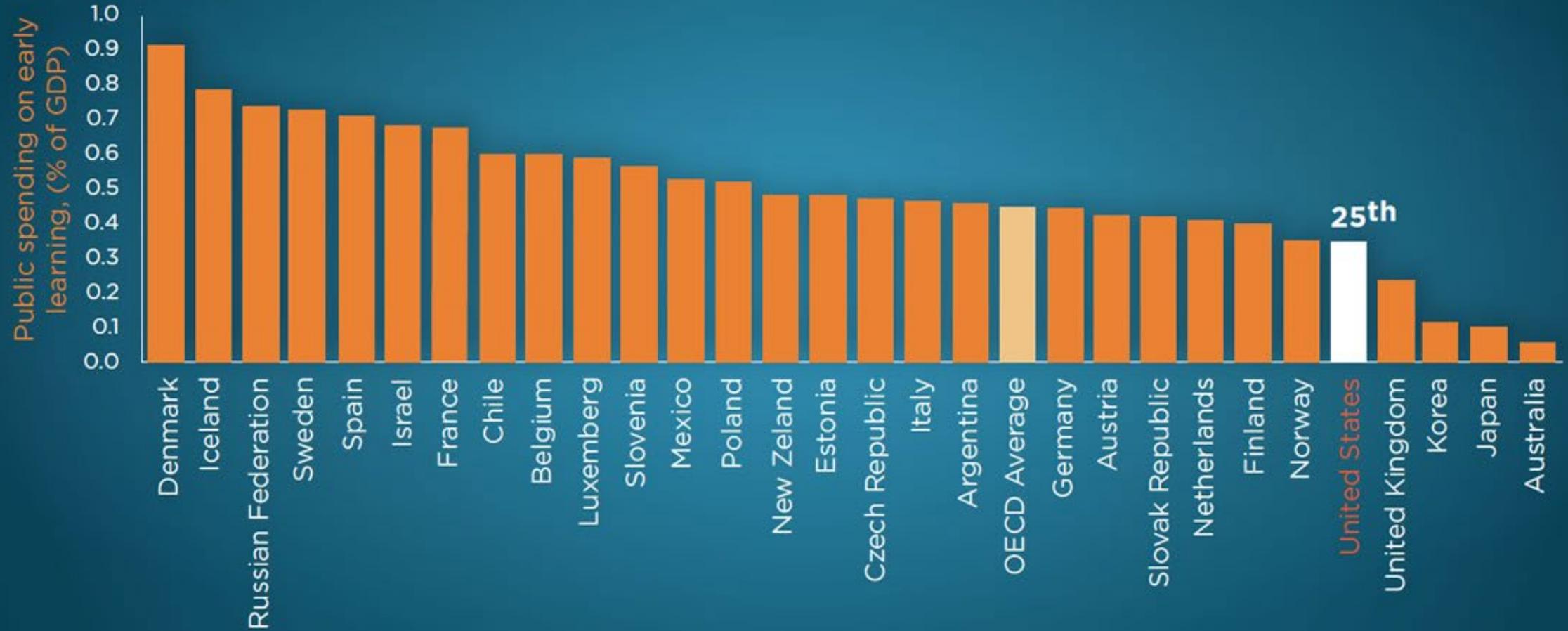
Equity=Diversity=Quality

Research indicates that communities with the highest percentages of Black families have a lower supply of child-care programs as well as slightly lower availability of degree-holding workers.

Studies demonstrate that a diverse workforce is essential to child development because educators of color typically hold higher expectations of children of color and are less likely to misdiagnose them as special-needs.

EARLY LEARNING SPENDING

The United States ranks 25th in public spending on early learning.



Source: Organisation for Economic Co-operation and Development (OECD)



Inclusion not
exclusion



Children receive positive,
affirming messages about their
race and identity that are woven
into the program design,
curriculum or pedagogy

MASLOW'S HIERARCHY OF NEEDS

Self-Actualization: Child develops abilities and problem-solving skills.

Self Esteem Needs: Child is affirmed and given the opportunity to achieve.

Love & Belonging Needs: Child has trusting relationships with adults and peers.

Safety Needs: Child is physically safe and feels safe.

Physiological Needs: Child has proper nutrition, sleep, exercise, and healthcare.

SELF-
ACTUALIZATION

SELF ESTEEM NEEDS

LOVE & BELONGING NEEDS

SAFETY NEEDS

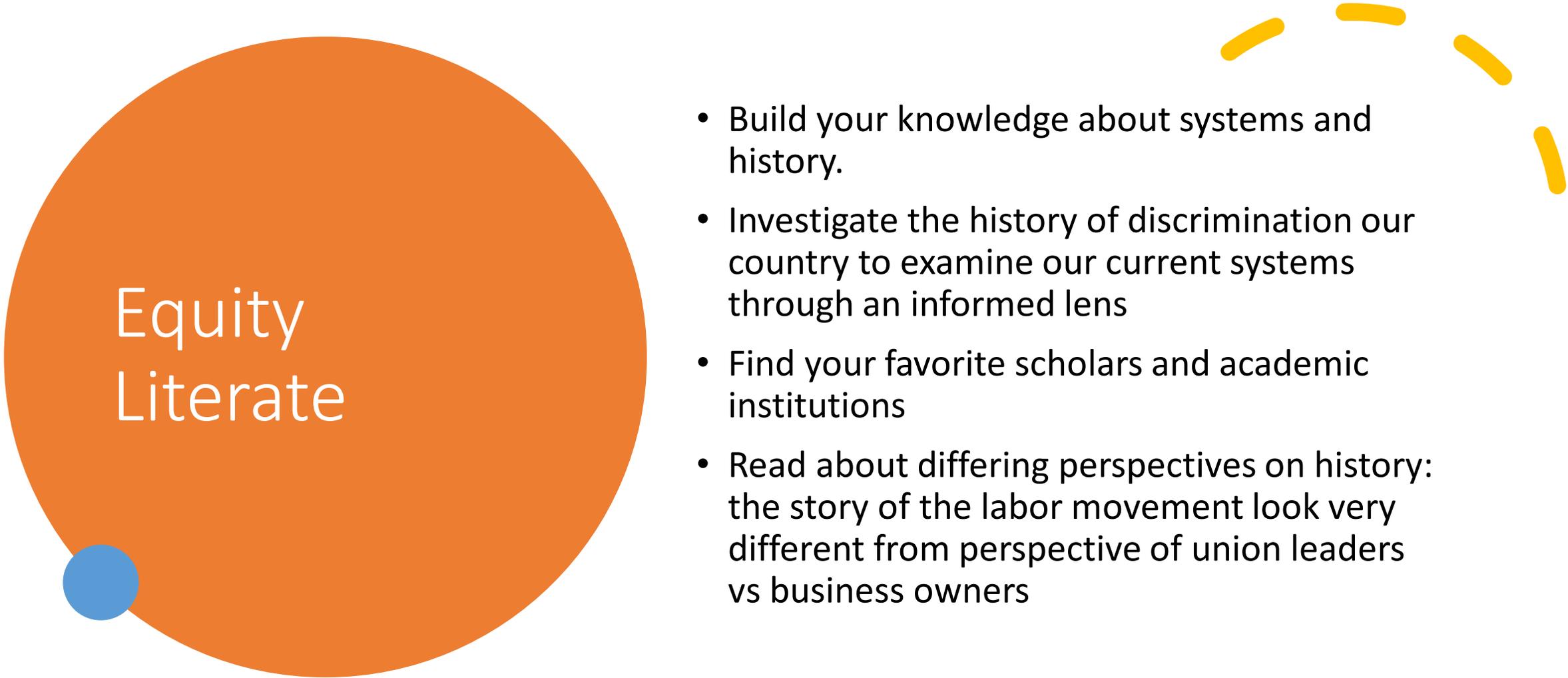
PHYSIOLOGICAL NEEDS

Teachers use research-based, culturally-responsive curriculum and caregivers are educated and empowered in their roles as first teachers.

Teachers and caregivers understand age-appropriate practices and support social-emotional development.

Families have stability through access to health care, education, job-training, and social services.

What are your equity principles? How do you develop and use them?



Equity Literate

- Build your knowledge about systems and history.
- Investigate the history of discrimination our country to examine our current systems through an informed lens
- Find your favorite scholars and academic institutions
- Read about differing perspectives on history: the story of the labor movement look very different from perspective of union leaders vs business owners

Impact of 1954 Brown vs. Board of Education Ruling

In the United States, Black educators have historically been displaced, with the integration of schools resulting in the disenfranchisement of tens of thousands of Black educators in K-12.

Impact of 1954 Brown vs. Board of Education Ruling

38,000 Black teachers and administrators in 21 Southern and Southern- bordering states lost their jobs.

Black principals were also demoted in mass.

- **Alabama:** The number of Black principals declined from **210 to 57**.
- **Virginia:** The number of Black principals declined from **170 to 16**.

Education Reform Impact on Black Educators

- A study from the Learning Policy Institute shows that 2012 was the height of school closings and layoffs in many cities and the rate of involuntary turnover was much higher for Black teachers than for all other teachers. Black teachers, who made up a third of all educators, were displaced from the workforce.
- The data shows that about 80 percent of all public-school teachers are white, 9 percent are Hispanic, 7 percent are Black and 2 percent are Asian.

Sexism in Healthcare and the History of Midwives

100% of birth took place at home mainly under the care of midwives trained by

In 2019, only 9.8% of births in the United States were performed with the help of a Certified Nurse Midwife.

1940

Early 1900s

2019

By 1940, 66% of births took place at home with midwife care, as privatized medicine grew in popularity in the United States.

Sexism in Healthcare and the History of Midwives

- General medical practitioners with inadequate obstetric education, general lack of hygiene, and unsafe delivery practices fueled [high maternal mortality rates](#).
- However, the move to hospital births also accompanied [a shifting perspective](#) from a natural, if risky, event to an illness. Medical professionals began to rely heavily on intervention methods (including cesarean deliveries, induction, epidural, artificially rupturing membranes, and the episiotomy), that may not have been medically necessary in otherwise low-risk pregnancies.

Sexism in Healthcare and the History of Midwives

- Today, women in the **US** are more than three times as likely to die from a pregnancy-related complication as women in the UK, Japan or Germany, and twice as likely as women in Canada.
- 1990-2013, New Zealand, Canada, Netherlands, Germany, Singapore have seen significant declines in maternal mortality which rose drastically in the US during that time period.
- In the US, Black women are three times more likely to die from a pregnancy-related cause than White women.

Equity Fluent



CHALLENGE YOUR THINKING,
HONE YOUR PERSPECTIVE



WRITE A SCRIPT: PRACTICE,
PRACTICE, PRACTICE



HAVE TOUGH
CONVERSATIONS

Equity Fluent

The ultimate tragedy is not the oppression and cruelty by the bad people but the silence over that by the good people. ~Martin Luther King, Jr.

Equity Effective

- Have you learned enough to influence others to join in your perspective?
- Examine your circle of influence
- Advocate for change



Maya Angelou

- Make every effort to change things you do not like. If you cannot make a change, change the way you have been thinking. You might find a new solution.



Literate, Fluent, Effective

there is always
LIGHT,
if only we're brave
enough to **SEE** it.

if only we're brave
enough to **BE** it."

-samantha coomes



Finding your Courage to Stand Up

“I know where I'm going and I know the truth, and I don't have to be what you want me to be. I'm free to be who I am.”

Equity Fluent: Finding Your Voice

Finding and Using Your Voice