Early Childhood Municipal Policy 101
Embedding Equity In How Your City Does Business

Building a Better Tomorrow for Young Children and Families
Webinar Series
July 28, 2020 2:00pm ET
WHO WE ARE

The National League of Cities (NLC) is the voice of America’s cities, towns and villages, representing more than 200 million people across the country.
Early Childhood Success

Every city, town and village has healthy babies and happy families, and all children are thriving by 3, ready at 5 and on their way by 8.
Building a Better Tomorrow

Embedding Equity in How Your City Does Business

Why
Community Level Municipal Government Actions
Early Childhood System
Take-Aways & Resource
Who’s in the Room?

Poll…
As a city & community, how well is equity embedded in how you do business?

In the Chat Box…
What do you hope to get from today’s webinar?
Equity is Central to Early Childhood Success

Diversity of people, perspectives

Inclusion: power, voice, organizational culture

Equity = results from policy, practice, position

@thegreataergoodstudio

https://www.nlc.org/early-childhood-success
If America stands for anything, it stands for the idea of opportunity for everybody; the notion that no matter who you are, or where you came from, or the circumstances into which you were born, if you work hard, if you take responsibility, then you can make it in this country...

– President Barack Obama
The American Dream

It Depends!
Where we Live Matters & Big or Small Local Government Has an Impact
Why Local Government?

Outcomes

Our Cities, Towns & Villages

Policies, Programs & Practices

Institutional

Systems of Oppression
Panelists

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Equity in Community
GREATER BUFFALO
Racial Equity Roundtable
Goal: Achieve an expanded, inclusive economy.

Creating Conditions for Change

Systems Change

- **Youth Employment**
  - Access to career pathways for in- and out-of-school youth

- **Community Engagement & Awareness Workgroup**
  - Achieve an accurate, authentic and just narrative

- **Racial Equity & Impact Analysis Training**
  - Facilitate a shared language and a tool to apply a racial equity lens in organizational decision making

- **Racial Healing Circles**
  - Expand and deepen personal connections across racial groups

- **Buffalo Niagara Partnership Diversity & Inclusion Initiative**
  - Strengthen inclusive workplace practices

- **Business Leaders Task Force**
  - Strengthen inclusive workplace practices

- **Juvenile Justice Works**
  - Reduce contact with and improve outcomes resulting from juvenile justice systems

- **Employ Buffalo Niagara**
  - Establish a more inclusive workforce pipeline driven by employer needs

- **MBK/Boys & Young Men of Color Coalition**
  - Increase academic achievement, job readiness, and develop youth leaders as advocates for change

- **Reentry Coalition**
  - Improve outcomes for reentering citizens

- **SAY YES Buffalo**
  - www.RacialEquityBuffalo.org
Equity in City Government
Equity in Early Childhood System

Black Child Development Institute - Charlotte
Equity in City Government
Embedding Equity in How Your City Does Business

Keys to Success
Embedding Equity

- Use a racial equity framework
- Build organizational capacity
- Implement racial equity tools
- Be data-driven
- Partner with other institutions and communities
- Operate with urgency and accountability
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<td><strong>Employ a data-driven systems focus</strong> – promote use of Racial Equity Impact Analysis</td>
<td><strong>Call people in</strong> – encourage candid, informed public discussion &amp; <strong>serve as a bridge</strong></td>
<td><strong>Use the roles &amp; talents of members in their spheres of influence</strong>, Use racial equity tools with a structural lens, Design strategies to reduce racial gaps, Communicate value of racial equity for all residents</td>
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Buffalo has a shared future, where racial equity will create prosperity and opportunity *for everyone* in our region.
Equity in City Government
Take-Aways

• Deeply Listen (acknowledge that the city may not be the expert)

• Consider who is “in the room” for decision making

• Everything in city government has an Early Childhood connection – as an employer, partner & leader
Equity in Early Learning
Take Aways

❖ Policy change doesn’t always happen from top down, many times it starts from the ground up

❖ Stop doing for families – Begin doing with families

❖ When building equity authentically, build it so you see it and feel it
Equity in City Government Take-Away

Start with Self, consider…

• What role you play?
• What views you have internalized?
• How do your actions unintentionally support inequities?
Equity is Central to Early Childhood Success

*Understand the Landscape:*
- What’s Available? ~ What’s Missing? ~ What’s Next?
- How did we get here?

*Create & Evaluate Policies/Practices*
- Where is the action with the continuum of policy, practice, and program?
- How well have you mapped out the steps in your process? ~ How will you monitor impact?

*Always Ask:*
- Who’s part of the process? ~ Who’s deciding?

*Monitor Impact: (data)*
- On PN-3, PreK, K-3rd grade
- Across race, socioeconomic status, gender, geographic location and ability
Early Childhood Success
Resource, Tools and Communities of Practice

EC Network

Systems-Level

Target Areas

Leadership Development

ECTeam@nlc.org
Constituency Group Virtual Summit
August 13th & 14th
nlc.org/event-calendar

REAL
Race Equity And Leadership
https://www.nlc.org/racial-equity-resources-and-reports
Community Foundation of Greater Buffalo [cfgb.org](cfgb.org)
Greater Buffalo Racial Equity Roundtable
[https://www.racialequitybuffalo.org/](https://www.racialequitybuffalo.org/)

City of Pittsburgh Office of Equity

Local and Regional Government Alliance on Race & Equity
[racialequityalliance.org](racialequityalliance.org)

National Black Child Development Institute [nbcdi.org](nbcdi.org)

W.K. Kellogg Foundation [wkkf.org](wkkf.org)
Truth, Racial Healing & Transformation™ [https://healourcommunities.org/](https://healourcommunities.org/)
Thank you!

Next Early Childhood Municipal Policy 101 webinar
November 17th 2-3 pm ET
Navigating the Political Landscape

Contact NLC’s Early Childhood Success team at
ECTeam@nlc.org