

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...

**What's your
current role?**

In the Chat Box...

**What city are
you from?**

**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



[@thegreatergoodstudio](https://www.instagram.com/thegreatergoodstudio)

The Promise

***“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!

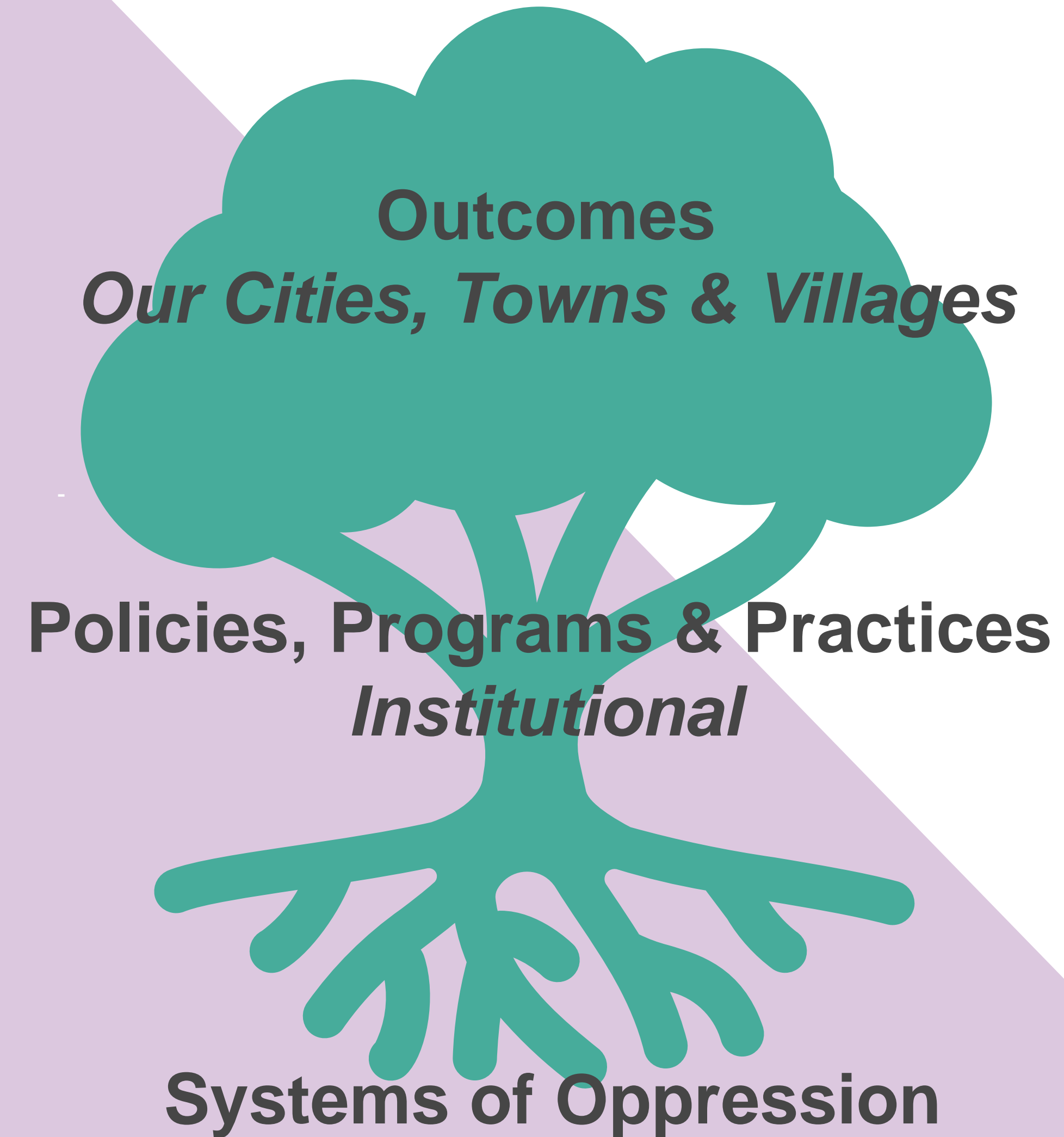




Where we Live
Matters
&
Big or Small
Local Government
Has an Impact



Why Local Government?



Panelists



Felicia R. Beard

Senior Director of Racial Equity Initiatives,
Community Foundation of Greater Buffalo

feliciab@cfgb.org

Dr. Devonya Govan-Hunt

President
Black Child Development Institute-Charlotte

Charlotte@affiliates.nbcdi.org



Tiffini Simoneaux

Youth & Education Manager, Office of Equity
Office of Mayor William Peduto, City of Pittsburgh

tiffini.simoneaux@pittsburghpa.gov

Ariel Ford

Deputy Administrator, Office of Early Learning
City of Chattanooga

aford@chattanooga.gov

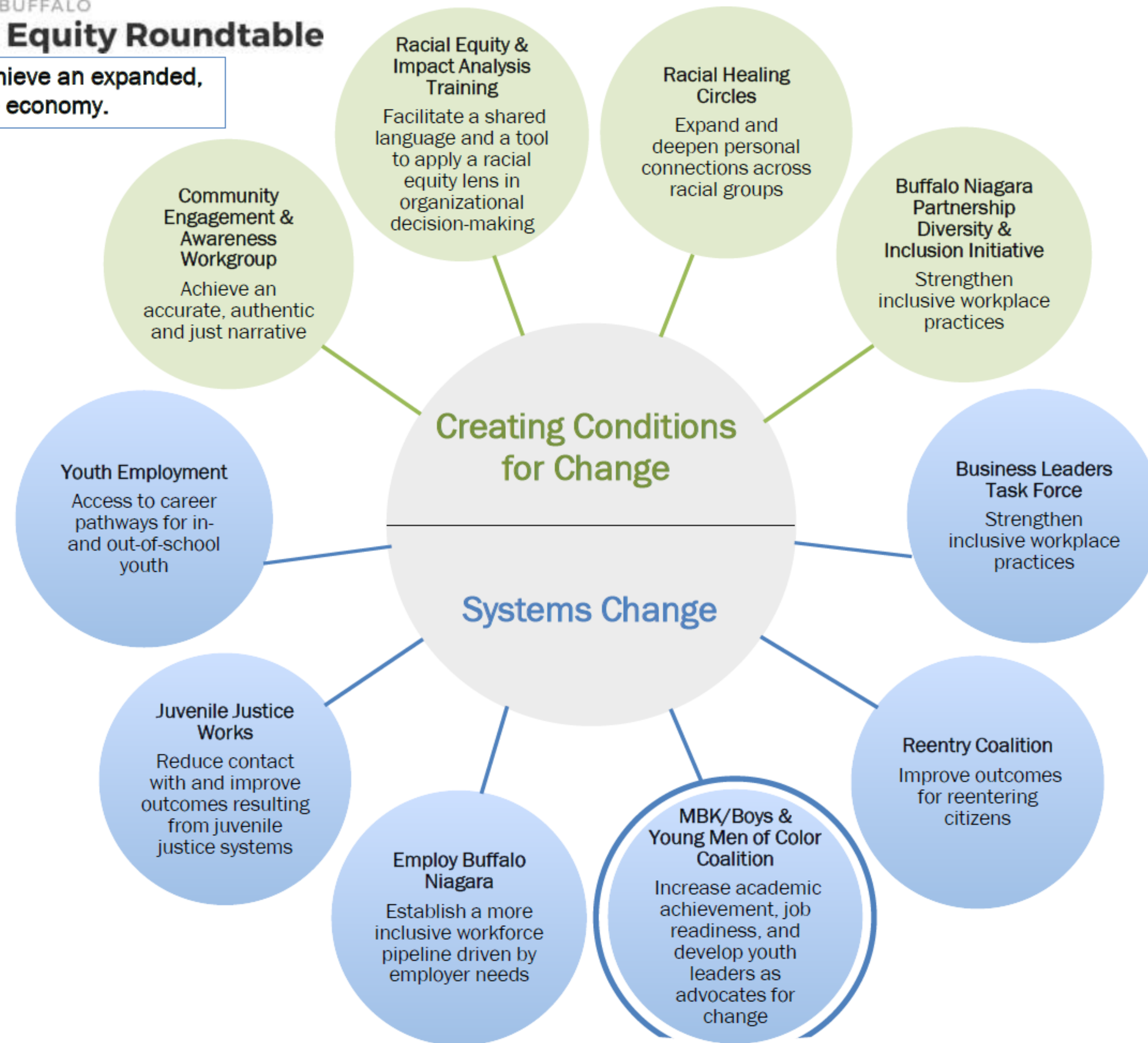


Equity in Community



Racial Equity Roundtable

Goal: Achieve an expanded,
inclusive economy.



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

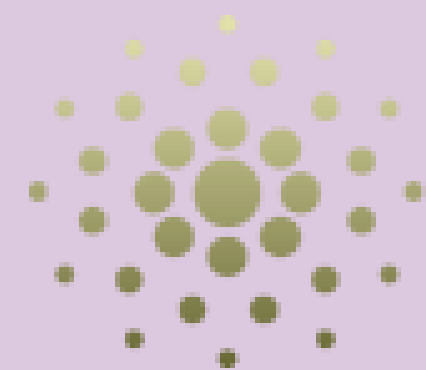
Keys to Success

NLC NATIONAL
LEAGUE
OF CITIES
INSTITUTE FOR YOUTH,
EDUCATION, AND FAMILIES

Celebrating
20
IYEF Years

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**



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

Equity in Community Take-Aways

Buffalo has a shared future, where
racial equity will create prosperity and opportunity
for everyone in our region.

01

Employ a **data-driven**
systems focus –
promote use of **Racial
Equity Impact Analysis**

02

Call people in –
encourage candid,
informed public
discussion & **serve as a
bridge**

03

**Use the roles & talents
of members in their
spheres of influence,**

Use racial equity tools with
a structural lens

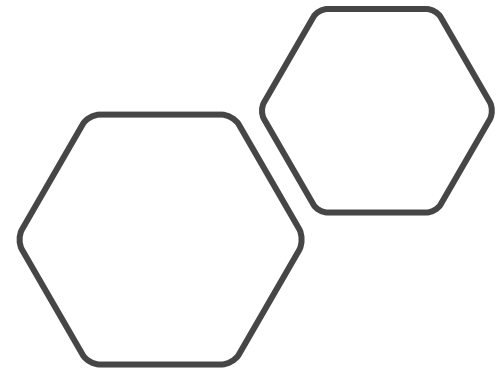
Design strategies to reduce
racial gaps

Communicate value of
racial equity for all residents

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 Benefiting? ~ Who's Burdened? ~ Who's Missing?
- 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

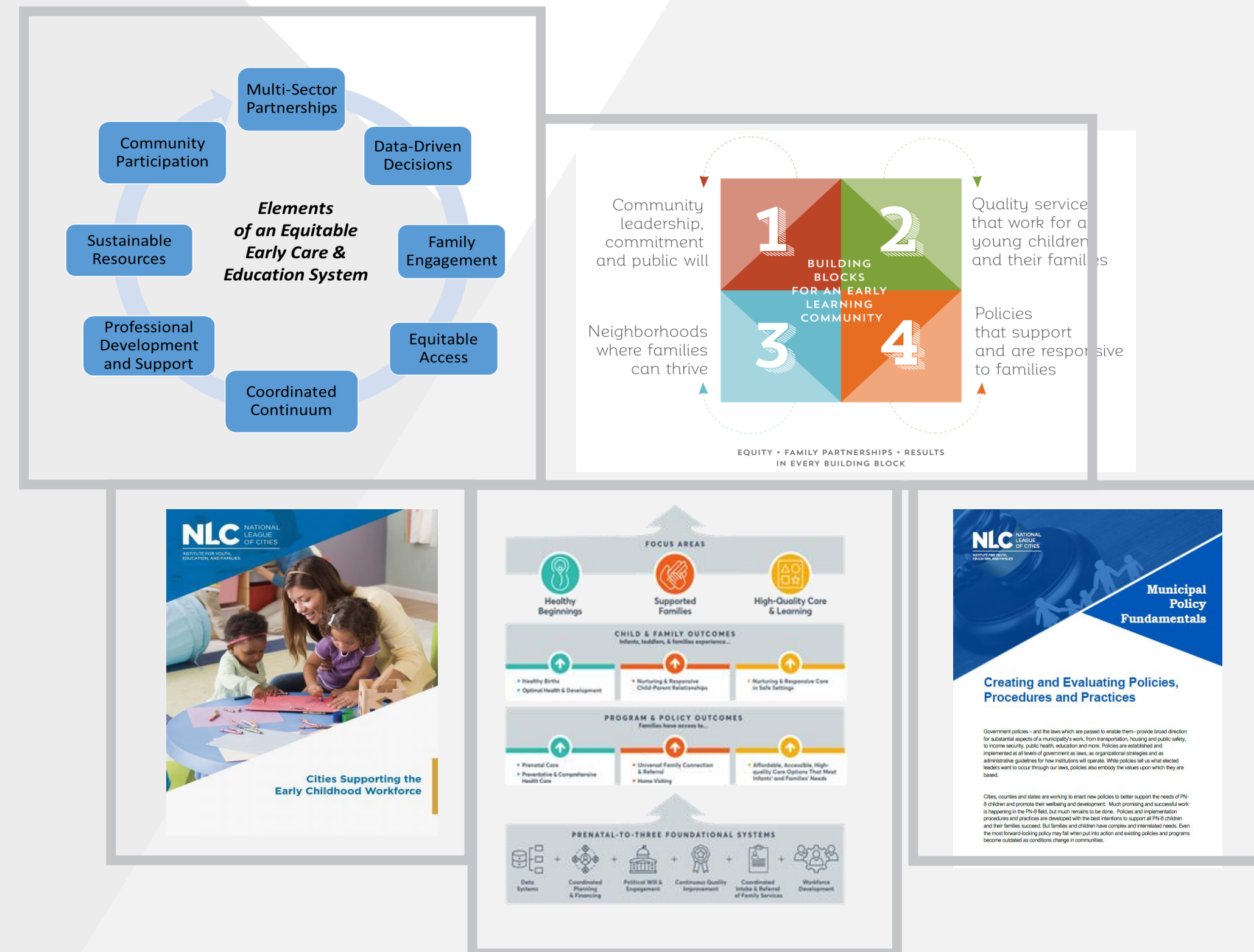
Early Childhood Success Resource, Tools and Communities of Practice

EC Network

Systems-Level

Target Areas

Leadership Development



ECTeam@nlc.org

NLC Events & Resources



Constituency Group Virtual Summit

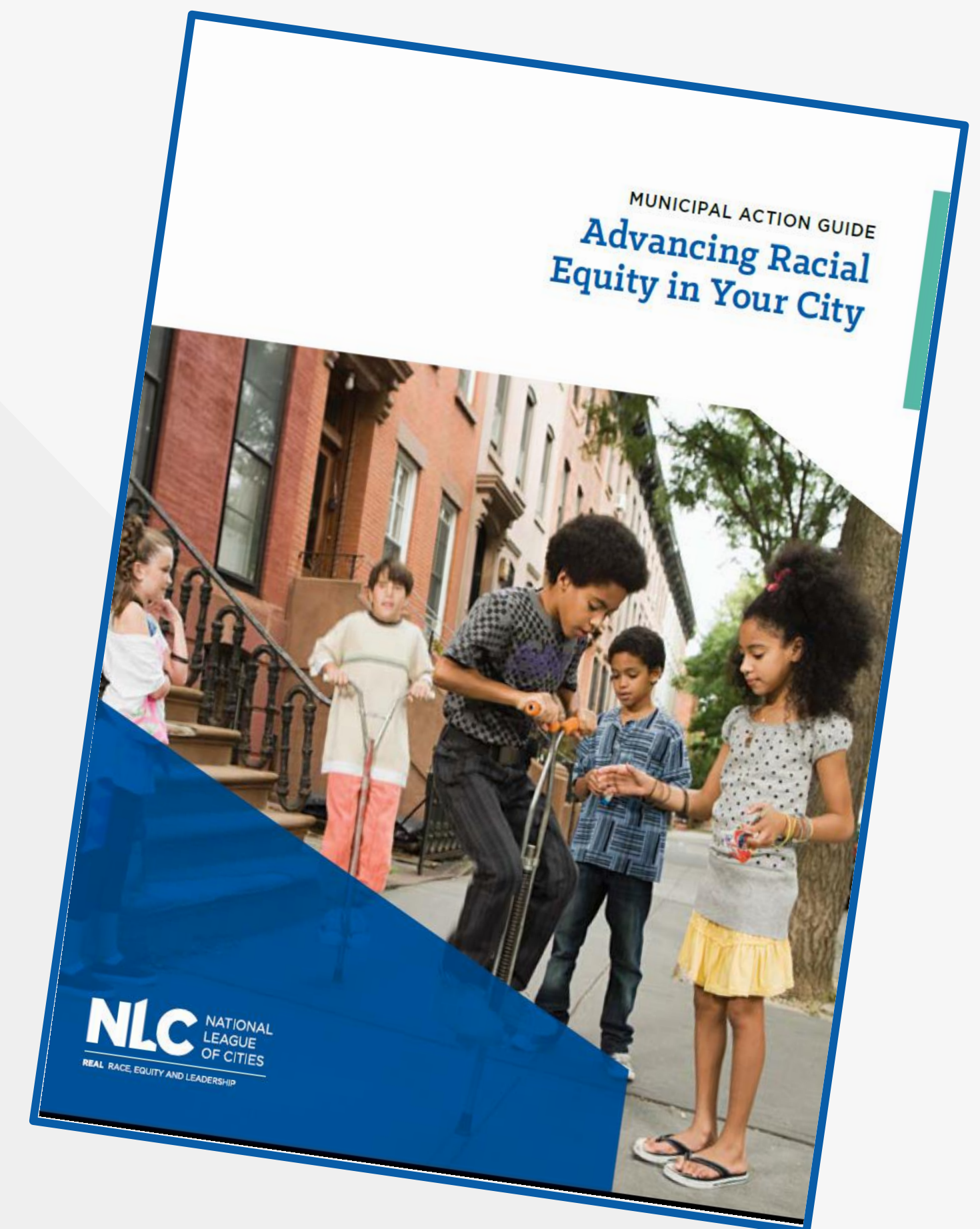
August 13th & 14th

nlc.org/event-calendar

REAL

Race Equity And Leadership

<https://www.nlc.org/racial-equity-resources-and-reports>



Resources



Community Foundation of Greater Buffalo cfgb.org
Greater Buffalo Racial Equity Roundtable
<https://www.racialequitybuffalo.org/>

City of Pittsburgh Office of Equity
<https://pittsburghpa.gov/office-of-equity/>

Local and Regional Government Alliance on Race & Equity
racialequityalliance.org

National Black Child Development Institute nbcdi.org

W.K. Kellogg Foundation wkkf.org

Truth, Racial Healing & Transformation™ <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





CITIES STRONG TOGETHER

@LEAGUEOFCITIES

