

# Welcome and Plenary 1: *Diversity, Equity and Inclusivity in ECE Policy, Practice and Research – An Overarching Perspective for the Field*

Wednesday, February 7, 2018

9:00 a.m. – 10:30 a.m. | *Adams/Morgan*

## 1. Descriptive Information

### **Welcome and Plenary 1: *Diversity, Equity and Inclusivity in ECE Policy, Practice and Research – An Overarching Perspective for the Field***

The CCEEPRC 2018 Annual Meeting will begin with a welcome to all Consortium members, including a brief overview of the goals and agenda for the meeting.

**Naomi Goldstein**, Office of Planning, Research and Evaluation (OPRE), Administration for Children and Families (ACF), will provide opening remarks.

ECE programs are increasingly challenged to respond to the service needs of increasingly diverse populations. Meeting this challenge requires the intentional application of a diversity, equity, and inclusivity lens. This plenary session features conceptual perspectives on *how* diversity, equity, and inclusivity can be incorporated across all aspects of policy, programmatic and research efforts. Presenters will describe four frameworks or resources as illustrative examples of how more responsive and inclusive approaches for serving and studying diverse populations can better support children's learning and development. A facilitated discussion with the audience will strengthen connections across disciplines and address equity issues faced by different diverse populations (e.g., special needs, homeless, cultural/linguistically diverse, rural, non-traditional work hours).

### **Welcome:**

**Naomi Goldstein**, Office of Planning, Research and Evaluation (OPRE), Administration for Children and Families (ACF), will provide opening remarks.

### **Plenary 1:**

#### **Facilitator**

**Iheoma Iruka**, High Scope Educational Research Foundation

#### **Panelists**

**Margaret Simms**, The Urban Institute | *Identifying Racial and Ethnic Disparities in Human Services: A Conceptual Framework and Literature Review*

**T'Pring Westbrook**, The Annie E. Casey Foundation | *Race, Equity and Inclusion Action Guide*

**Michael López**, Abt Associates & The National Research Center on Hispanic Children & Families | *Developing Culturally Responsive Approaches to Serving Diverse Populations: A Resource Guide for Community-Based Organizations*

**Jessica Barnes Najor**, Michigan State University and **Aleta Meyer**, OPRE | *A Roadmap for Collaborative and Effective Evaluation in Tribal Communities*

#### **Discussant**

**Beth Rous**, University of Kentucky

#### **Scribe**

**Katie Caldwell**, ICF

## 2. Documents Available on Website

[Advancing Race and Inclusion](#)

[Identifying Racial and Ethnic Disparities in Human Services](#)

[Developing Culturally Responsive Approaches to Serving Diverse Populations - A Resource Guide](#)

## 3. Brief Summary of Presentations

Naomi Goldstein welcomed meeting attendees by giving an update about building and using evidence with examples from the federal government. These included an OMB memo and the President's fiscal 2018 budget that included language encouraging the use of evidence. This meeting is unlike any research conference one may attend, as it is a working meeting to discuss what is happening in the field, what research is still needed, and discuss what is next on the research agenda. Strong tradition of collective learning within the consortium. Agenda focuses on many important issues such as diversity, equity and inclusivity.

Tracy and Ann went over the meeting to give attendees an idea of how to approach the meeting. This is a working meeting. CCEEPRC is a volunteer network that is comprised of members that have received funding from OPRE in the past and present. A history of CCEEPRC was recently published and is available on the meeting website. All meeting presentations, biosketches for presenters and other pertinent materials are all available on the meeting website.

- **Summary of Presentation #1: Dr. Margaret Simms**

Identifying Racial and Ethnic Disparities in Human Services

- Focused on a conceptual framework for a project developed for ACF to identify and interpret racial and ethnic disparity.
- Difference vs. disparity: defining disparity was an important part of the study
- Reasons for differences in services: underlying risk among population, take up rates, service needs, expected outcomes
- Overview of the main findings of the literature review: no common definition of disparity. Difficult to disentangle race and ethnicity from poverty. Lack of robust findings for groups aside of African Americans and a small amount of Hispanics
- Conclusions:
  - Using data to build better research evidence
    - Estimate underlying population need
    - Assessing program access and participation, services and treatment, and outcomes
  - Current Data Challenges
    - Producing national estimates from state or locally run programs
    - Small sample sizes that limits subgroup analyses
    - Reliance on self-reported measures

- **Summary of Presentation #2: T'Pring Westbrook**

Race, Ethnicity, Equity Inclusion

- Why prioritize racial equity? Annie E Casey has a separate unit that addresses this issue now.
- 7 Steps to advancing race, ethnicity and inclusion principles
  - Step 1: establish an understanding of inclusion principles (equality vs. equity)
  - Step 2: engage affected populations and stakeholders in your work towards equity
  - Looking for people who are representative of community in which you want to work (and that the community identifies these leaders)
  - Step 3: Gather analyze and disaggregate data
  - Step 4: Conduct systems analysis of root causes of inequities
  - Step 5: Identify strategies and target resources

- Step 6: Conduct race equity impact assessment for all policies and decision-making
- Step 7: Continuously evaluate effectiveness and adapt strategies
- Institutionalizing equity and inclusion is an important goal of our work
- 4 guides available from the Casey Foundation to help with this work

- **Summary of Presentation #3: Michael Lopez**

Developing Culturally Responsive Approaches to Serving Diverse Populations- A Resource Guide

7 key components (practical guide)

- Defining cultural competency
- Choosing interventions
  - Who are these interventions for and who are they tested with?
- Needs assessment
  - What is a needs assessment?
- Measurement
  - Important aspects of measurement - cultural and linguistic appropriateness
- Collaborations
  - What does your organization bring and what do others bring?
- Workforce diversity
  - Cannot forget who the workforce is that will deliver the program and do they resemble the population being served?
- Budgeting
  - Budget implications for programs?

- **Summary of Presentation #4: Jessica Barnes Najor and Aleta Meyer**

Approach to Research and Evaluation in Tribal Communities

- Grounded in ACF's evaluation policy to promote culture, rigor, relevance, transparency, independence, and ethics. Sought to address some of the inequalities perpetuated by the federal government practices in handling tribal child welfare
- Co-created collaborative and effective evaluation to improve tribal child welfare program
- Historically relationships have been poor between researchers and tribal communities and OPRE has focused on creating helpful relationships
- Tribal Early Childhood Research Center – many communities of learning have been established
- Early developmental screening tools:
  - What is the usefulness of the whole screening process for AI/AN children including the tools used?
  - Applied the roadmap - working together to co-create knowledge
  - Have a communication plan and include in-person meetings

#### 4. Brief Summary of Discussion

- **Dr. Rous' Thoughts**
- Think about the degrees to which we are really being inclusive in all our research
  - Where do we have other inequalities?
    - Gender, special needs, auspices (home based vs. center based), geographic, homeless populations, foster care, and chronic illness
- Where do we have some commonalities within these frameworks within our work?
  - Focused resources, partnerships, time, gathering the right data, including issues of equity with methodology toolkit and including it all the way through instead of after the fact, stakeholder engagement early and often
- The issue of time is a critical consideration in this work as a difference can become a disparity over time if not addressed by the system.

#### 5. Summary of Key issues raised (facilitators are encouraged to spend the last 3-5 minutes of sessions summarizing the key issues raised during the session; bullets below are prompts for capturing the kinds of issues we're looking for)

- It is important for researchers to take into consideration the idea that a difference is not necessarily a disparity and to build this into their research. However, it has proven difficult to define a disparity through research data and more research could be used on this topic.
- Several resources from Annie E. Casey and The National Research Center on Hispanic Children and Families exist to help researchers and organizations build in an equity framework into their programs and research.
- Equity is a concept that should be woven and considered throughout all research.