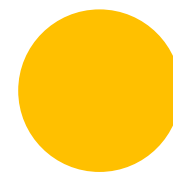


# Equity in the Time of COVID-19

Danielle Fuentes Johnson  
*Learning Community Technical Specialist*



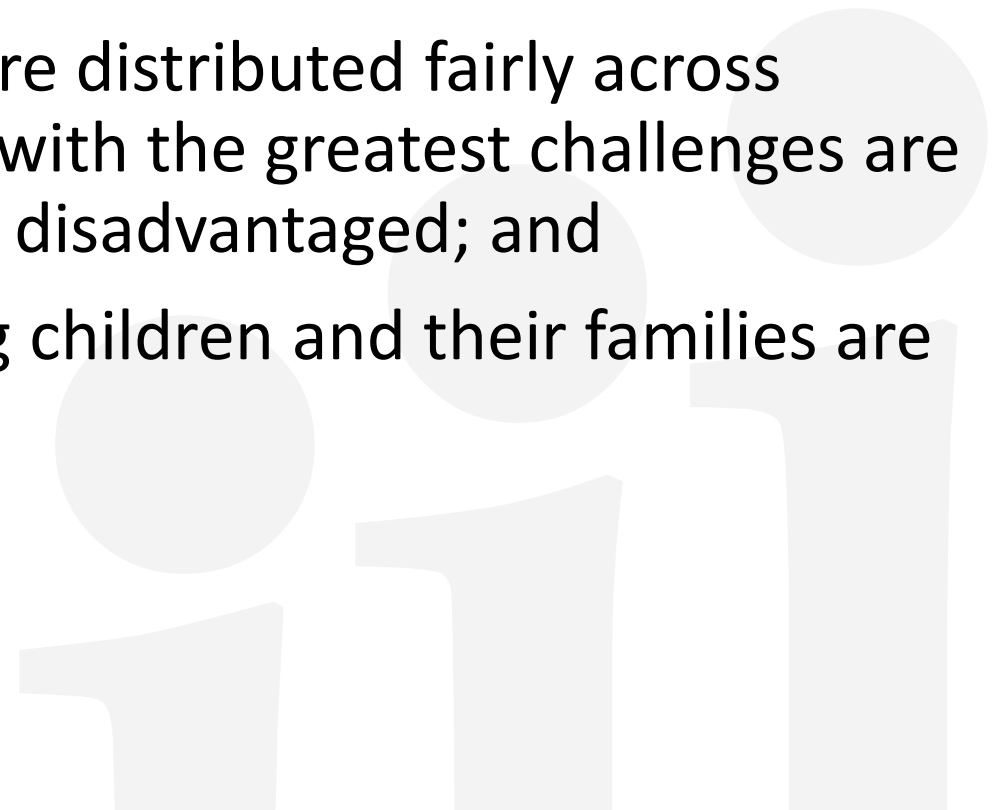


## Our Equity Work

# Working Definition of Equity

"The national challenge regarding racial and economic equity for young children is to ensure three things:

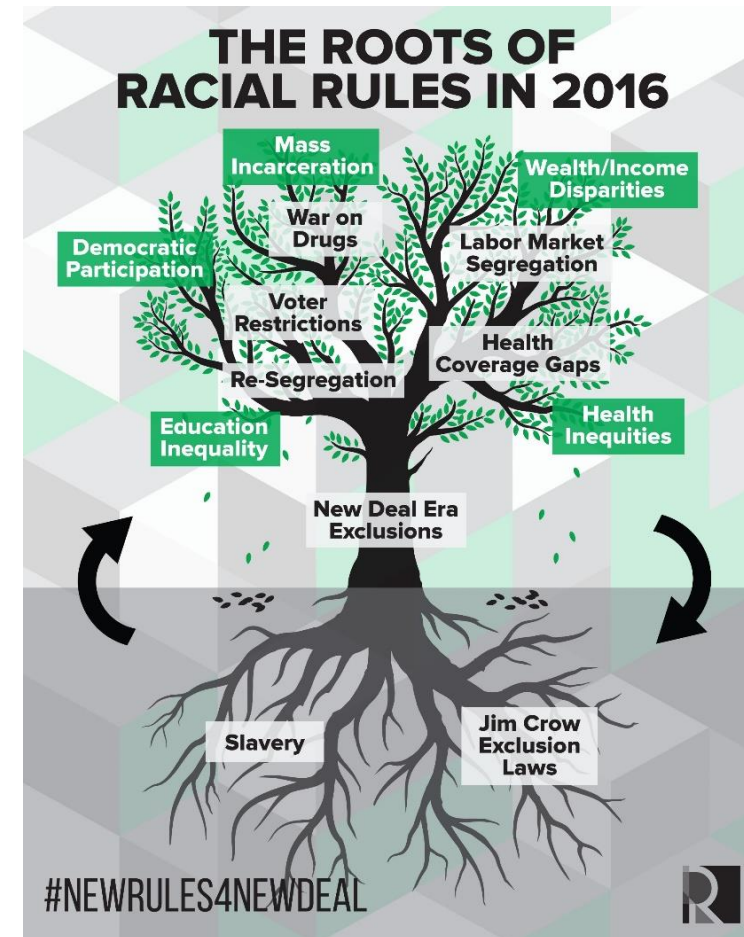
- (a) that very young children of color and in poverty have everything they need to develop optimally;
- (b) that resources, burdens, and rewards are distributed fairly across groups and communities so that those with the greatest challenges are adequately maintained and not further disadvantaged; and
- (c) that policies designed to support young children and their families are fair and just (Falk et al., 1993)."



# Why Don't Universal Policies Work to Reduce Racial Inequality?

## The Racial Rules:

- Structural and institutional factors (e.g., laws, policies, customs, and ideologies) **continue to benefit some and not others.**
- **Exclusion of those most affected** in planning, evaluation and reframing of policies, laws and other factors.
- Unintended consequences overtime on individuals and communities of color are not sufficiently part of policy development and assessment.
- **Focus on accountability** and not capacity building across the workforce.
- **Explanations for inequality** stress individual choice and cultures of poverty, rather than the way race structures and influences outcomes.
- Strategic racism: “purposeful efforts to use racial animus as leverage to gain and maintain political and economic power” (Rewrite the Racial Rules, p. 12)





# Racial Equity in Early Childhood Systems

## Four Levels of Change



### PERSONAL

The individual consistently works alone and with others, to understand their own values, beliefs, implicit biases, unconscious racism, actions and relative privileges that contribute to racial inequities and equity; the individual acts to advance racial equity.



### INTERPERSONAL

Individuals and groups are effective in relating to others not like themselves, actively include those typically excluded, share power, surface issues of racial inequality in interpersonal relationships, act to support positive change, and work to reduce interpersonal conflict.



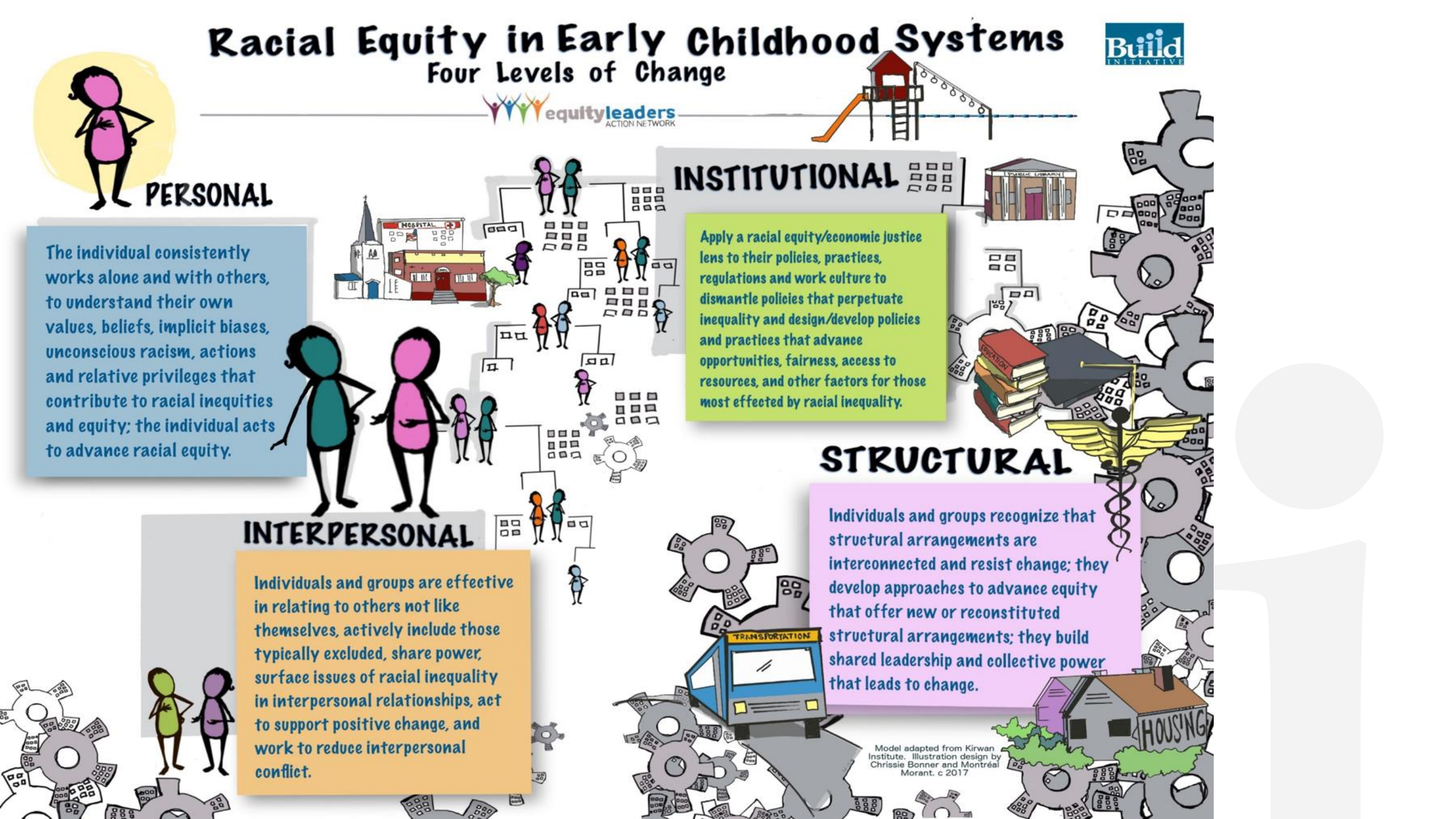
### INSTITUTIONAL

Apply a racial equity/economic justice lens to their policies, practices, regulations and work culture to dismantle policies that perpetuate inequality and design/develop policies and practices that advance opportunities, fairness, access to resources, and other factors for those most effected by racial inequality.

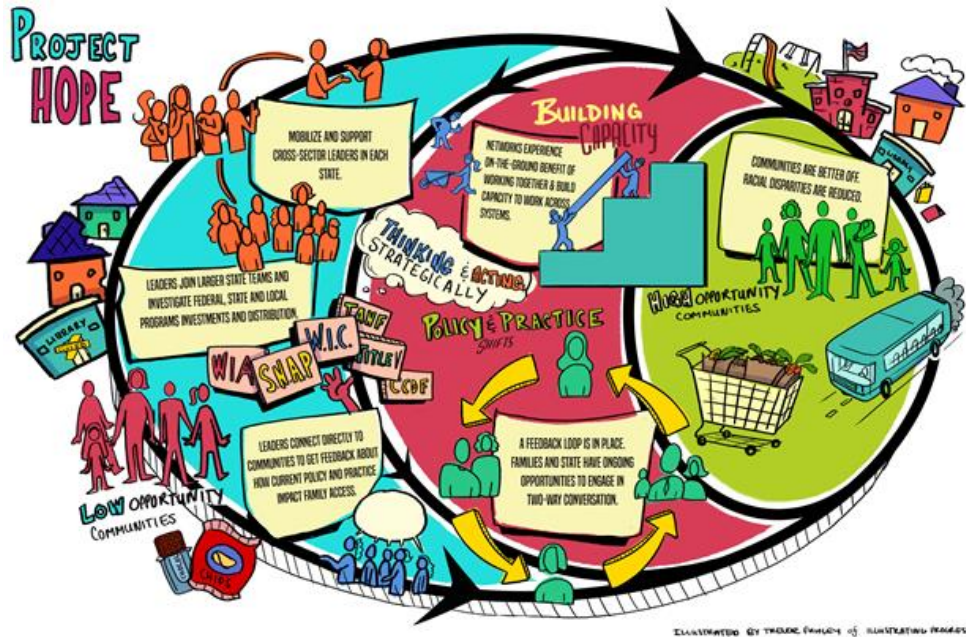
### STRUCTURAL

Individuals and groups recognize that structural arrangements are interconnected and resist change; they develop approaches to advance equity that offer new or reconstituted structural arrangements; they build shared leadership and collective power that leads to change.

Model adapted from Kirwan Institute. Illustration design by Chrissie Bonner and Montréal Morant. c 2017



# Project HOPE



- Cross-sector teams
- Beneficiary Voice
- Feedback Loops
- GOAL: Increase access to opportunity



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