

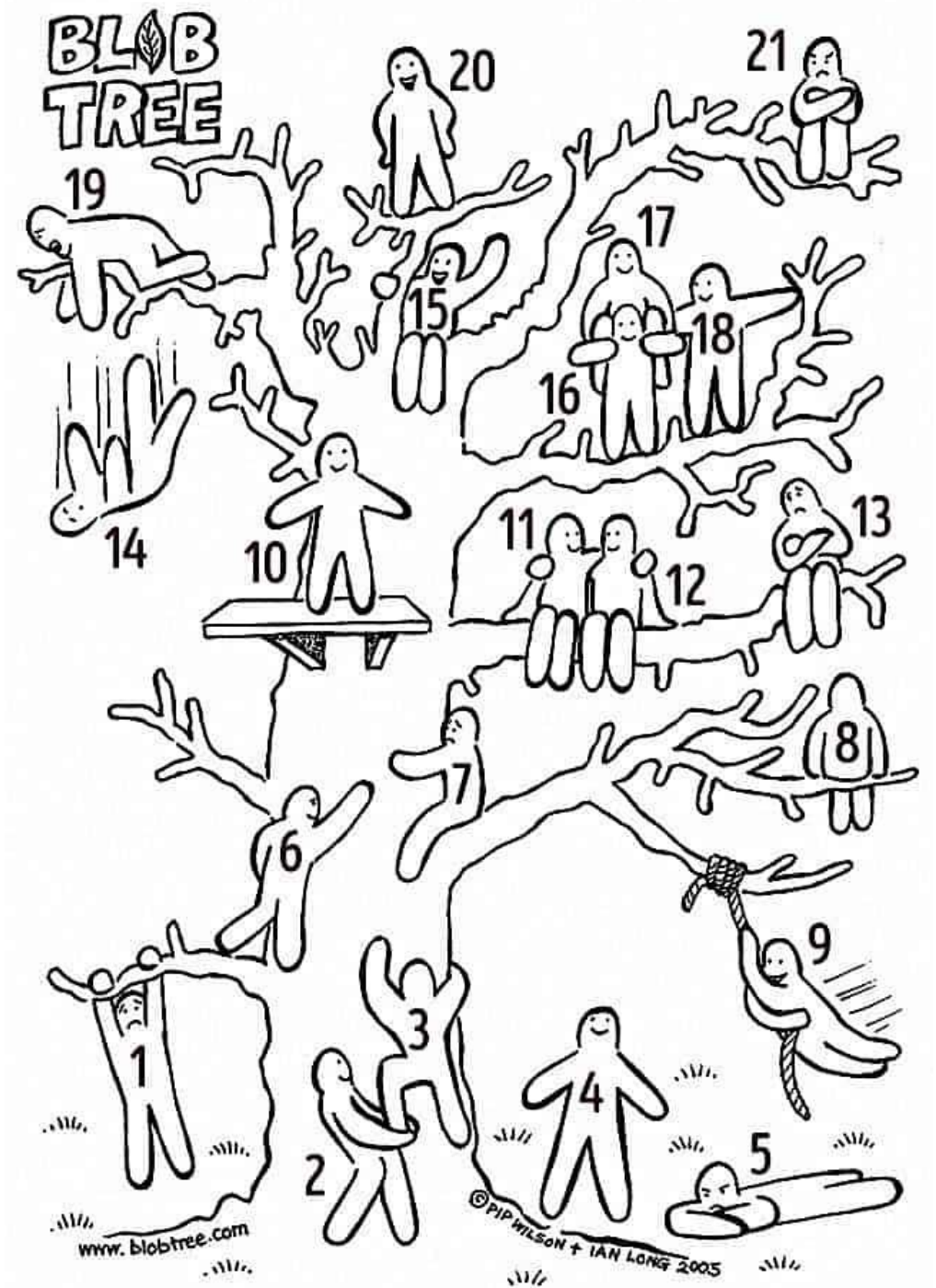
Early Childhood Action Plan

Healthy January Workgroup Meeting



Thursday January 21, 2021 | 3:00 PM – 5:00 PM

Which Blob Are You Today?



Workgroup Agreements

- Respect every individual and idea
 - Value all workgroup participants' ideas and insights.
- Speak plainly
 - Avoid acronyms and jargon.
- Work towards consensus
 - "Even though the decision might not be exactly what I want, I can live with it and publicly support it."
- Share space and focus on equity. Listen.
 - Recognize privilege, creating space for diverse opinions and backgrounds. Support shared access to resources, opportunities, power, and responsibility.
- Work collectively
 - Be guided by our shared passion for our young children in Durham.
- Transparency and inclusion
 - Communicate openly and invite differing perspectives.
 - **Note:** All meetings will be recorded and available on a public website for review.

Agenda

3:00 – 3:15 PM	Reflection on the Midpoint Check-in Meeting
3:15 – 3:20 PM	Update on the Community Outreach
3:20 – 3:50 PM	Process to Identify 21 Recommendations; Review the 21
3:50 – 5:00 PM	Review Action Planning Proposal and Discussion

Reflections from the Midpoint Check-In

- Learnings from the other workgroups?
- Surprises?

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Update on Community Outreach

- Parent survey data → Tableau or Data Studio dashboards
- Have hosted 7 focus groups:
 - Young moms
 - Black female parents, guardians, or caregivers
 - Black male parents, guardians, or caregivers
 - Latina/Hispanic female parents, guardians, or caregivers
 - Latino/Hispanic male parents, guardians, or caregivers
 - Parents of children with concerns about potential or diagnosed developmental delays and/or disabilities
- Qualitative key findings included in the pre-read

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200+ Potential Strategies

(Dec pre-meeting survey)



80 Highest Priority Strategies

(Dec workgroup meeting)



21 Recommendations



Highest Priority Strategies Reveal the Following Durham ECAP Recommendations

Cross-Workgroups

Healthy

Basic Needs

Safe & Nurtured

Learning & Ready

Address Institutional Racism as a Root Cause and Share Power with Parents and Communities

Ensure Early Childhood Professionals Across Sectors are Respected, Well-Compensated, Highly Trained and Reflect the Communities They Serve

Facilitate Data Sharing Between Agencies and with Communities to Better Understand Areas of Greatest Need, Track Progress, and Promote Transparency and Accountability

Increase Resource Awareness and Create an Easily Navigable Service System for Families with Young Children

Advocate for Workplaces that Understand and Support the Needs of Families with Young Children

Provide Reliable and Free or Low-Cost Transportation to Early Childhood Services

Ensure Early Childhood Services Are Accessible and Welcoming to Families Regardless of Immigration Status or English Language Proficiency

Expand Opportunities for Accessible, Inclusive, Safe and Family-Friendly Enrichment Activities and Public Spaces

Ensure Families with Young Children Have Economic Security and Opportunities for Wealth-Building and Long-Term Economic Prosperity

Promote Access to Safe, Secure and Affordable Housing for Families with Young Children

Ensure Families with Young Children Have Access to Enough Affordable, Culturally-Relevant, Healthy Food Every Day

Ensure Families Have the Essential Family Supplies Needed for Postpartum Recovery and to Care for Their Babies and Young Children

Create and Implement Standards for Culturally-Affirming, Anti-Racist Pre-Natal, Perinatal and Postpartum Care

Ensure Families Have Access to Convenient and Affordable Preventive and Responsive Healthcare Across the Spectrum of Preconception, Pre-Natal, Perinatal, Postpartum, Pediatric Care

Encourage Birth – 3rd Grade Classrooms and Schools to Become More Trauma-Informed, Culturally Affirming, and Focused on Social-Emotional Health

Promote Preventive and Responsive Approaches to Foster Social-Emotional, Mental Health and Resilience of Young Children and Their Families

Reimagine Child Protective Services to Become More Trauma-Informed, Anti-Racist, and Focused on Prevention

Promote Resilience and Sustainability of our Child Care System and Ensure Every Child and Family Has Awareness of and Access to Affordable, Developmentally-Appropriate Early Learning Experiences That Meet the Needs of Their Family

Develop A Coordinated Transition Between Early Childhood Education and K-12 Education

Ensure Children with Developmental Delays or Disabilities Learn in Environments Where They Can Thrive and Their Families Have the Support They Need to Advocate and Care for Their Children

Promote and Support Early Literacy for Young Children

Examples of Strategies for Each Recommendation

Ensure Families with Young Children Have Economic Security and Opportunities for Wealth-Building and Long-Term Economic Prosperity

For example...

- Advocate for local, state, and/or federal policy changes that address the benefits cliff
- Develop local pilot of universal basic income for people who are pregnant and/or parents of young children

Promote Access to Safe, Secure and Affordable Housing for Families with Young Children

For example...

- Provide mortgage and public rent relief
- Preserve and expand affordable rental housing with a focus on households, particularly those with young children, below 50% of Area Mean Income (AMI)

Ensure Families with Young Children Have Access to Enough Affordable, Culturally-Relevant, Healthy Food Every Day

For example...

- Increase access to healthy and culturally relevant foods for families and kids in schools and childcare settings.
- Expand access to food services for families in need who are not eligible for public assistance programs

Ensure Families Have the Essential Family Supplies Needed for Postpartum Recovery and to Care for Their Babies and Young Children

For example...

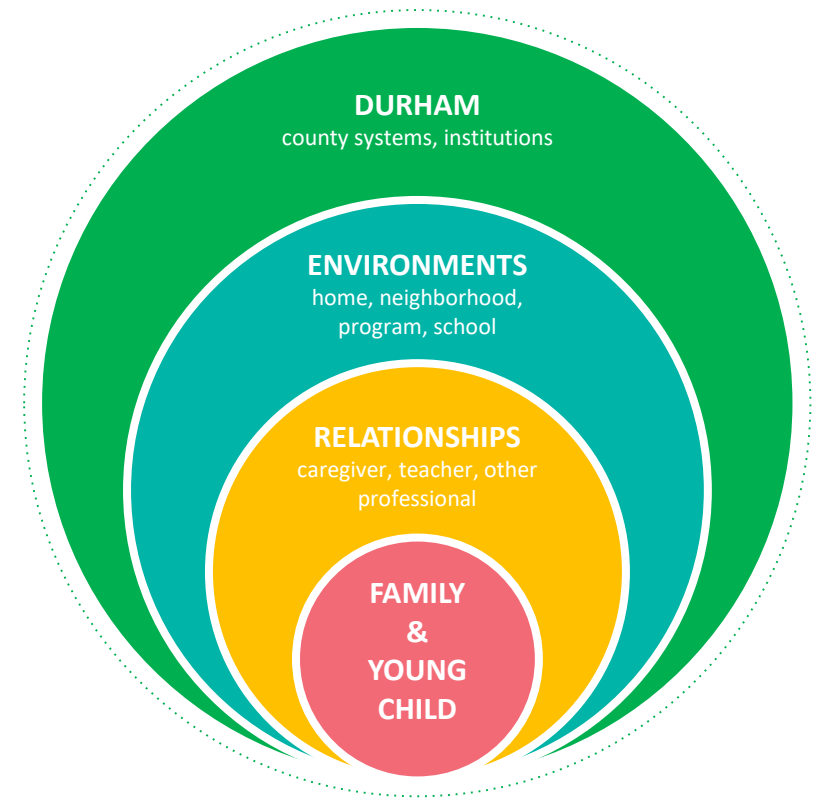
- Ensure families have access to essential supplies such as car seats, diapers, beds, clothing, bottles, breast pumps, etc.
- Align services providing family essential with providers working with families (like health care providers, home visitors, and child care providers) to more quickly and more efficiently meet the needs of families

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Who Will Create the Action Plans?

- People who represent all layers of the early childhood ecosystem
- Co-creation between communities and organizations
- Action planning teams of 4-5 people (1 team per recommendation)
 - ~2 parents or members of community-rooted organizations
 - ~2 representatives from family- and child-serving organizations
- Action planning teams to bring drafts and ideas to existing committees, taskforces, and communities to vet ideas (coordinated by ECAP team)



Inputs to Inform Action Plans

Pre-Read to Kickoff Action Planning:

- Relevant ongoing Durham efforts related to the recommendation
- Potential strategies for each recommendation
- Local Durham data relevant to the challenge the recommendation seeks to address
- Key findings from family engagement efforts that are relevant to the recommendation

Overview of Action Planning

Task (~4 hours per month February through May)

- Hone in on the strategies for each of the 20 recommendations (identifying ~3 strategies that are at least medium feasibility and medium impact)
- Draft initial action plans (using provided templates) for each strategy that identify:
 - Steps to implement
 - Projected timelines
 - Resource and cost requirements
 - Potential metrics
 - Potential roles and responsibilities of communities and partners in implementing action plans
- Incorporate ideas and changes based on reviews with existing committees, taskforces, and communities

Who Will Review the Action Plans?

Healthy Co-Chairs + Parent/Community Representatives

- Create and Implement Standards for Culturally-Affirming, Anti-Racist Pre-Natal, Perinatal and Postpartum Care
- Ensure Families Have Access to Convenient and Affordable Preventive and Responsive Healthcare Across the Spectrum of Preconception, Pre-Natal, Perinatal, Postpartum, Pediatric Care

Cross-Workgroup

- Advocate for Workplaces that Understand and Support the Needs of Families with Young Children
- Provide Reliable and Free or Low-Cost Transportation to Early Childhood Services

Basic Needs Co-Chairs + Parent/Community Representatives

- Ensure Families with Young Children Have Economic Security and Opportunities for Wealth-Building and Long-Term Economic Prosperity
- Promote Access to Safe, Secure and Affordable Housing for Families with Young Children
- Ensure Families with Young Children Have Access to Enough Affordable, Culturally-Relevant, Healthy Food Every Day
- Ensure Families Have the Essential Family Supplies Needed for Postpartum Recovery and to Care for Their Babies and Young Children

Cross-Workgroup

- Address Institutional Racism as a Root Cause and Share Power with Parents and Communities

Safe & Nurtured Co-Chairs + Parent/Community Representatives

- Encourage Birth – 3rd Grade Classrooms and Schools to Become More Trauma-Informed, Culturally Affirming, and Focused on Social-Emotional Health
- Promote Preventive and Responsive Approaches to Foster Social-Emotional, Mental Health and Resilience of Young Children and Their Families
- Reimagine Child Protective Services to Become More Trauma-Informed, Anti-Racist, and Focused on Prevention

Cross-Workgroup

- Facilitate Data Sharing Between Agencies and with Communities to Better Understand Areas of Greatest Need, Track Progress, and Promote Transparency and Accountability
- Increase Resource Awareness and Create an Easily Navigable Service System for Families with Young Children
- Ensure Early Childhood Services Are Accessible and Welcoming to Families Regardless of Immigration Status or English Language Proficiency

Learning & Ready Co-Chairs + Parent/Community Representatives

- Promote Resilience and Sustainability of our Child Care System and Ensure Every Child and Family Has Awareness of and Access to Affordable, Developmentally-Appropriate Early Learning Experiences That Meet the Needs of Their Family
- Develop A Coordinated Transition Between Early Childhood Education and K-12 Education
- Ensure Children with Developmental Delays or Disabilities Learn in Environments Where They Can Thrive and Their Families Have the Support They Need to Advocate and Care for Their Children
- Promote and Support Early Literacy for Young Children

Cross-Workgroup

- Ensure Early Childhood Professionals Across Sectors are Respected, Well-Compensated, Highly Trained and Reflect the Communities They Serve
- Expand Opportunities for Accessible, Inclusive, Safe and Family-Friendly Enrichment Activities and Public Spaces

Proposed Action Planning Process

Workgroups complete survey to indicate preferred action planning team

Review research and initial strategies; begin drafting action plans

Draft action plans; begin gathering feedback

Gather and incorporate feedback

Finalize action plans

Release action plans

January

February

March

April

May

June

Action planning teams introduced (4-5 people in each)

Review initial ideas with Review Team

Review draft action plans with Review Team and community members

Review Team sign off on action plans

Continued facilitative and technical support from DCI and Durham County to assist with coordination, stakeholder engagement, research, and writing.



Highest priority recommendations to BOCC for consideration with county budget process

Equity in Implementation and Funding

- Action planning team that builds out strategies and action plans for the power-sharing recommendation (“Support Family- and Child-Serving Organizations and Institutions to Become Anti-Racist and to Share Power with Parents and Communities”) to create recommendations about what equitable ECAP implementation and funding would look like

Discussion Questions

- What format do you think would work best for the 4-5-person action plans to meet?
 - Independently at times determined by each group
 - During the Basic Needs workgroup (or other workgroup, depending on the action planning team) meeting in breakout rooms
 - Other?
- How best do we address language justice in the process to create action plans?
 - A few Spanish-speaking action planning teams (all 4 or 5 people speak Spanish)
 - Community listening sessions with participants from organizations like World Relief and Church World Service to reach immigrant and refugee populations who speak languages other than Spanish

Principles of Action Planning

We will share decision-making power with parents and community leaders

We will work towards consensus. "Even though the decision might not be exactly what I want, I can live with it and publicly support it."

We will acknowledge power at the beginning of each conversation in order to actively address power imbalances

We will actively address the underlying root causes of oppression, like systemic racism and forced poverty, that perpetuate disparities in early childhood outcomes

We will create action plans that are culturally relevant, trauma-informed, and anti-racist

We will be willing to redesign systems to create more equitable outcomes, embracing innovation and seeing change as opportunity

We will be informed by and hold ourselves accountable to families and communities

We will share space and focus on equity, creating space for diverse opinions and backgrounds

We will build off of planning efforts and ongoing work here in Durham

We will focus on the whole child, birth to 8, in the context of his or her family and community

We will ensure community-rooted strategies recommended in the plan are owned, led, designed and driven by community-rooted leaders

We will create action plans that are actionable, feasible, sustainable and measurable

We will be transparent, collaborative and accountable to one another

We will make decisions based on the interest of young children & their families and the objective evidence to identify the best possible solutions so as not to favor the priorities of one organization over

We will work collectively guided by our shared passion for Durham's young children and families

Will will be data-and research-driven and informed by developmental science

We will be strength-based, highlighting protective factors, preventive solutions and uplifting community assets

We will make sure that we truly understand the needs of the families, direct service providers and, above all, the children based on rich and accurate data