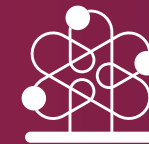


Building Diverse Coalitions to Get the Results You Want

September 13, 2019

Presented by the:

NCIT Capacity-Building Hub



National
Collaborative
for Infants
& Toddlers™

Powered by the Pritzker Children's Initiative



Webinar Overview:

During this webinar we will discuss the importance of having a diverse coalition and hear from several states about their journeys to inclusivity in the prenatal-age-3 landscape.

Our intention is to help states build more equitable systems, and intentionally inclusive groups to better link, coordinate, and advance the well-being of families and children across all early childhood systems.

Building Diverse Coalitions to Get the Results you Want

Presented by



Ngozi Lawal is the Project Director for CSSP's Prenatal to 3 Initiative, aimed at increasing the number of children on track for kindergarten in EC-LINC communities.



Gretchen Ames, is the Assistant Director of the National Collaborative for Infants and Toddlers (NCIT) Capacity Building Hub housed within the BUILD Initiative.



Webinar Housekeeping

Note: All participants are muted automatically... but we do want to hear from you!

For technical questions or issues, please type them into the **Q&A box** on your toolbar

We also want to know: *What are your challenges and barriers to developing or maintaining a richly diverse and inclusive coalition?* Please respond to this question in the **chat box**.



We are listening!

In the survey we sent out and in your interim reports we heard that ***Building a Diverse Coalition*** is a topic several states are finding challenging, as demonstrated in these comments:

- Challenge: "Comprising a Coalition that is reflective of the racial population of the children served"
- "It is challenging to strike the appropriate balance between authentic community engagement (which traditionally slows processes) and soliciting buy-in from those with political power in our state. These are distinctly different groups, and both are important to the success of our project."
- "Moving forward, we will clearly need additional assistance in parent/provider input and in improving the diversity of our collaborative partners"

Level Setting: What PCI means by Diverse State Collaboratives

State collaboratives should be diverse in their composition, experience, perspective, assets, spheres of influence, and expertise. When developing your state collaborative, ensure that you are including:

- Leadership and members that reflect the diversity of your state – racially, culturally, and geographically -- and can speak to lived experience (parents/providers/community leaders).
- State and local leaders from both inside and outside of government.
- Unlikely and likely allies from adjacent issues (family engagement, K-12 Education, development, law enforcement, civil/human rights, economic development/workforce, business community, health, et cetera.)
- Leadership that has the capacity (time/staff/experience/cultural competency) and commitment to engaging a wide variety of perspectives leading to consensus.
- Members who have access to power and influence with decision-makers across the scope of the policy areas.
- Members who can help partner to sustain your work.

Why equity?

States and communities that focus on **equity** can build and sustain locally responsive programs, policies, and early childhood systems that meet the needs of infants, toddlers, and their families.

Prenatal-to-age-three coalitions are ideal spaces for participation that is diverse in its composition, experience, perspective, assets, spheres of influence, and expertise.



Defining EQUITY

Equity has been defined as:

“just and fair inclusion into a society in which all can participate, prosper, and reach their full potential.”



EQUITY is NOT:

- Having good intentions and building systems *for* other people to use (building *WITH* is equitable).
- Recruiting a small number of people from underrepresented groups in order to give the appearance of sexual or racial equality (this is tokenism).
- Holding meetings at times and in spaces where the people who are recipients of services can not participate.
- Listening only to the powerful and/or the “usual suspects.”



WHY is having a diverse coalition the key to achieving the results you want?

People with lived experiences in policy areas you are working on should be at the table. When they are actively included in the design and decision-making processes, they are far more likely to:

- Have strong buy-in.
- Become messengers for the cause.
- Bring perspectives you may not have considered.
- Bring additional resources to the table.

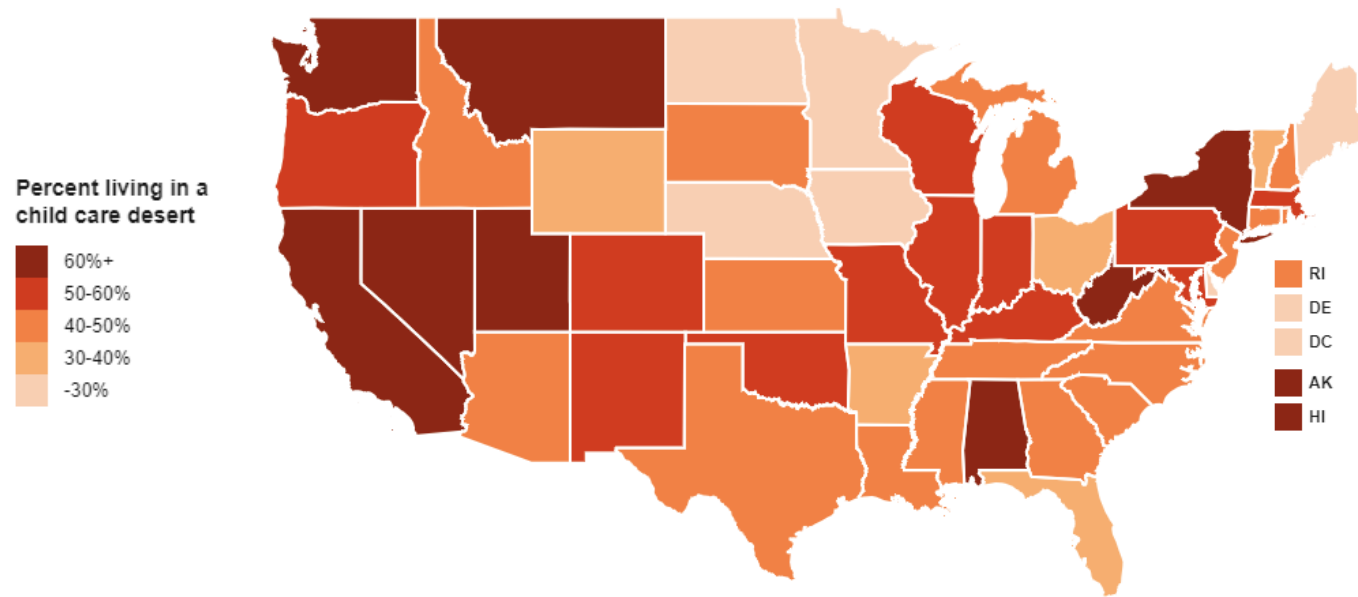
Who should be at your table?



That depends on the problem
you are trying to solve!

Let's consider this example:

Example: Child Care Deserts in the U.S.



51 percent of people in the United States live in a child care desert.

A child care desert is any census tract with more than 50 children under age 5 that contains either no child care providers or so few options that there are more than three times as many children as licensed child care slots.

Tell us where you are now in
your journey to creating
inclusive PN-3 coalitions and
where you want to go next?

Arkansas journey:



Angela Duran is the Campaign Director of the Arkansas Campaign for Grade-Level Reading. She has spent the past 25 years engaged in program and policy development, strategic planning, research and evaluation, and project and organizational management across the nonprofit, philanthropic, and government sectors.

District of Columbia/Washington DC's Journey:



LaDon Love is the Executive Director of SPACEs In Action/SIA. SIA is a membership-based community organization that focuses on Wards 7 and 8 in the District of Columbia, as well as Montgomery County, Maryland. SIA is the sister organization of Safe Places for the Advancement of Community and Equity/SPACEs

NCIT Capacity-Building Hub



Lee Ann Savio Beers, MD is an Associate Professor of Pediatrics and the Medical Director for Municipal and Regional Affairs within Children's National's Goldberg Center for Community Pediatric Health and Child Health Advocacy Institute.

Michigan's Journey



Holly Wingard

Ms. Wingard is the Director of the Training and Technical Assistance Center at the Early Childhood Investment Corporation (ECIC) in Michigan, specializing in Family and Parent Leadership and Community Engagement. Ms. Wingard is serving as the facilitator of the Pritzker Prenatal to Three grant project and supporting coalition-building efforts that will inform Michigan's policy agenda and action plan.

Washington State's Journey:



Susan Barbeau is the Executive Director at First 5 Fundamentals – a non-profit organization whose mission is to mobilize and inspire communities to achieve their collective goals for children and families. As Executive Director, Susan provides strategic direction and leadership for multiple initiative across Washington State including Project Child Success, Help Me Grow - Pierce County, and the Washington Communities for Children.

Susan will be presenting with **Candy Lester**
Regional Program Manager,
Washington Communities for Children/Olympic-Kitsap Peninsulas
Olympic Educational Service District 114

KEY RESOURCES from CSSP

[Moving Forward Together](#) - this document captures CSSP's racial equity journey, concrete steps taken by the organization, and lessons learned thus far.

[Manifesto for Race Equity & Parent Leadership in Early Childhood Systems](#) – this document helps early childhood system leaders work with parents in ways that promote equitable outcomes and maximize opportunities for all children.

[Building Strong Local Alliances to Support your PN-3 Agenda](#)- this webinar and Powerpoint presentation provide community engagement strategies for sharing power and building allies to help advance your prenatal-to-three strategies and agenda.

KEY RESOURCES from BUILD

[The Community Systems Development Toolkit](#) supports the hands-on implementation of collaborative systems work, providing resource tools that cover the full spectrum of community systems and coordination work. Within each section of the toolkit, there are multiple tools for each topic area. For example:

Section 1: Setting and Resetting the Stage

- 1A. [Developing and Maintaining Participation, Roles and Responsibilities](#)
- 1B. [Building and Supporting an Inclusive Collaboration Structure and Decision Making/Governance Structure](#)
- 1C. [Creating and Sustaining a Shared Vision](#)

Where do we go from here?

- We will be continuing the conversation at the gathering in Atlanta later this month.
- PLEASE complete the survey after this webinar to let us know if you would be interested in an ongoing Community of Practice where we can continue to share ideas and learn from one another!!



Audience Q&A

Please type any questions you have for us in the chat box and we will do our best to respond.

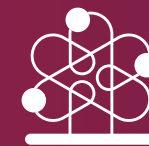
Thank you so much for joining us!

We look forward to continuing the conversation in person and online!

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Gretchen Ames: games@buildinitiative.org

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