Early Learning Alliance

Growing young minds. Building futures.

# Early Learning Alliance

## Racial and Ethnic Equity Process for Designing Programs
## That Improve Child Well-Being

### Step 1. Select Outcome

What are the most important child well-being outcomes?  Which outcome(s) will you address?

### Step 2.  Collect and Analyze Data

What are key indicators?  What do disaggregated data on race, ethnicity, native language and child well-being indicate?  What additional data do you need to understand the issue?

Are there racial and ethnic groups with a disproportionate need?  How much disparity?

What root causes, barriers or factors produce racial and ethnic inequity related to this issue? Examples: Institutional and environmental (social and cultural) barriers.

What does race- and ethnicity-informed research say about this issue?

What do stakeholders (families, community, and providers) tell you about existing racial and ethnic inequities that influence children's well-being?

### Step 3. Identify Program That Addresses the Outcome with Stakeholder Input

What are program's services?  Who are the recipients?  How will the services increase or decrease racial and ethnic equity?

With which Early Learning Alliance goals is the program aligned?

Are there any essential program services you don't provide or could be provided better by a partner organization?  If so, who?

What is the performance measure(s) determining outcome attainment that answers; how much did we do, how well did we do it and how will the recipients be better off?

### Step 4.  Implement and Monitor With Stakeholder Input

How did you implement the program?  What was stakeholder participation?

How did you communicate services in culturally appropriate ways and in languages spoken by those you work with?

How did you provide ongoing education and training to staff on effectively serving diverse communities?

How did you monitor progress toward attainment of performance measure(s) and outcome?

### Step 5. Evaluate With Stakeholder Input

How did you evaluate performance measure(s) and outcome attainment?  How much did you do, how well did you do it and how are those you work with better off?

What was the impact on racial and ethnic equity?  Was the disproportionate gap found in disaggregated data reduced?

Were there any negative unintended consequences?

How will you modify your services to improve outcome attainment?

### Step 6. Report Back

How did you report results to stakeholders and the general public?

How did you raise awareness about racial and ethnic inequity related to this issue?

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