



APPLYING AN EQUITY LENS

SAMPLE ACTIVITIES IN CHILDHOOD/YOUTH SUCCESS, ECONOMIC MOBILITY AND HEALTH

IMPACT AREA	SAMPLE ACTIVITIES
 <p>CHILDHOOD SUCCESS</p>	<ul style="list-style-type: none">• Review your state’s early childhood professional development, career pathways, and certification standards to determine the extent to which equitable access exists. Work as part of your state’s early childhood coalition to come up with policy solutions to address any existing inequities.• Identify barriers for attaining early childhood credentials faced by individuals living in under-served communities. Partner with local community colleges and invest in efforts that address those barriers (e.g. transportation, childcare, emergency loans).• Partner with state and local early childhood coalitions to ensure that informal caregivers (i.e. family, friends, and neighbor care) have equal access to training, professional development, and licensing programs, especially those that serve low-income and/or communities of color.

OUR PROPOSED ACTIVITY:


IMPACT AREA	SAMPLE ACTIVITIES
 <p>YOUTH SUCCESS</p>	<ul style="list-style-type: none">• Advocate for the placement of highly qualified teachers in low-performing schools and/or schools with high rates of poverty (which often disproportionately serve students of color). Also, advocate for teacher recruitment policies that focus on increasing the diversity (e.g. race and gender) of the teaching force that reflects the students they serve.• Consider serving as the fiscal agent or offering other types of operational support (e.g. office space, shared staffing, supplies, meeting room space), for out-of-school time coalitions that are led by people of color and/or serve low-income and/or youth of color.• Partner with schools to co-sponsor trainings for teachers and administrators that focus on recognizing implicit bias.

OUR PROPOSED ACTIVITY:



IMPACT AREA	SAMPLE ACTIVITIES
 <p>ECONOMIC MOBILITY</p>	<ul style="list-style-type: none"> • Identify the needs of local housing and/or workforce development coalitions that serve low-income and/or communities of color, and provide capacity-building support including training, networking, access to state/local policy leaders, connections to potential partners, and peer-to-peer learning opportunities. • Partner with and invest in community development initiatives (e.g. LISC) that focus on neighborhood revitalization, equitable economic growth, and removing barriers to upward mobility for residents.

OUR PROPOSED ACTIVITY:

IMPACT AREA	SAMPLE ACTIVITIES
 <p>ACCESS TO HEALTH</p>	<ul style="list-style-type: none"> • Invest in home visiting programs that explicitly focus on meeting the physical and mental healthcare needs of low-income, historically disadvantaged, and/or communities of color. • Invest in and advocate for an increase in resources, training, and professional development for community-based clinics that serve low-income, historically disadvantaged, and/or communities of color. • Support local coalitions, alliances, and programs led by leaders of color that focus on addressing specific health disparities (e.g. maternal health needs/ mortality rates of African American mothers).

OUR PROPOSED ACTIVITY:

