

MICHIGAN'S EARLY CHILDHOOD SYSTEM RACIAL EQUITY LEADERS COHORT

A Preschool Development Grant
Birth Through Five Renewal Project

The importance of a high-quality, integrated early childhood system is clear: Children grow and learn in the context of their families, their program placements, and their communities, and child outcomes are impacted by many systemic factors.



For the system to truly serve all children well, it must acknowledge the impacts of racial and social injustice on children and families, and work to achieve equity. Equity in the early childhood system would be the result of eliminating individual, organizational, and institutional policies and practices that prevent the realization of children's lifelong learning, healthy development, and self-actualization, regardless of racial, cultural, economic, or any other social factor.

The Michigan Department of Education Office of Great Start, has partnered with School Readiness Consulting (SRC) to implement a pilot project focused on increasing racial equity across the multiple sectors that comprise the early childhood system. The project's focus is to initiate a Racial Equity Leaders Cohort designed to build the capacity of those who work in various sectors of the early childhood system to lead for equity within their organizations and spheres of influence. The project is designed for teams of 2-5 individuals that:

- a.** Represent a single organization; OR
- b.** Represent multiple child and family-serving organizations within a single community.

The project includes a series of virtual learning opportunities, and job-embedded coaching and peer collaboration.



This work is funded by a Preschool Grant Birth through Five Renewal Grant

The Opportunity

The overarching goal of the pilot project is to facilitate the advancement of racially equitable policies and practices within child and family-serving organizations across the early childhood system to create positive environments where families' cultures, languages, and circumstances are respected and celebrated as key drivers of children's wellbeing and optimal development. The project is designed with sustainability in mind to support teams in integrating the content into their daily work, current roles and responsibilities, as well as program and/or community goals.



To support the Michigan Early Childhood System's Racial Equity Leaders Cohort, SRC will facilitate a suite of professional learning activities from November 2020-September 2021:



A two-day Virtual Institute
(November 2020)

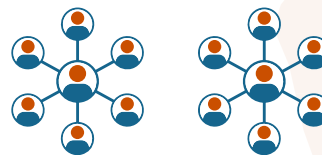


Three full-day virtual workshops to explore the following topics
(January–June 2021)

- Individual, Organizational, and Institutional Perspectives on Racial Equity for Young Children & Families
- Partnering with Families, Programs, and Communities
- Becoming an Anti-Bias Leader in Your Sphere of Influence



Four 1-hour virtual team-based coaching sessions to further explore workshop content and related topics of interest, and to support implementation of learned strategies within participants' own programs
(December–September 2021)



Two-Virtual Regional Networking sessions to connect, reflect, and share resources
(May–September 2021)

In addition, SRC will document learning and impact of program development through surveys, interviews, and other artifacts before, during, and after the cohort experience.

Join Us!

The Michigan Early Childhood System and SRC seek program and cross-sector teams who are ready and willing to engage in critical conversations about race and equity in early childhood systems and programs. While these topics can be challenging and uncomfortable at times, they are essential to building our personal and collective awareness and ability to speak out against racial injustice and build racial equity within the early childhood system of Michigan.



We are looking for cross-racial teams of 2-5 individuals who work together in a leadership capacity for programs or services within a community that directly serve young children 0-5 years old in:

- Mixed delivery systems (i.e., Home-based or Center Based Child Development and Care, Home Visiting, Early Intervention, Head Start/Early Head Start, Prekindergarten, Great Start Readiness Program, Great Start Collaboratives and Parent Coalitions);
- Child welfare (i.e., Department of Health and Human Services (DHHS), Woman, Infant, and Child (WIC), Temporary Assistance for Needy Families (TANF);
- Infant and Early Childhood Mental Health (i.e., Community Mental Health Service Providers).
- Primary Health Care (i.e., OBGYN, Pediatricians)

Specifically, ideal applicants are organizational leaders who oversee daily operations and support staff working directly with young children and families

The emphasis on recruitment of cross-racial teams is vital to ensure racially diverse participants in the cohort and to cultivate cross racial leadership for equity within programs.

To learn more about this opportunity, please join us for an informational webinar on September 17, 2020, 1:00-2:00 PM EST. Register in advance for this meeting by [clicking here](#). After registering, you will receive a confirmation email containing information about joining the meeting.

Michigan's Early Childhood System Racial Equity Cohort application will open on September 17, 2020. All applications must be received on or before Monday, October 5, 2020. We hope you will join us on this journey of personal, professional and organizational growth that leads to change for children and families.

**Click here to watch system leaders respond to the question,
"Why does racial equity matter?"**