

Action Plan *for* Resolution on Racial Equity and Social Justice

Resolution on Racial Equity and Social Justice

February 1, 2021, First 5 Sacramento Commission unanimously passed its Resolution on Racial Equity and Social Justice.

Reinforces its mission, practices and policy priorities to address inequity and child poverty, in particular for African American and indigenous children and families.

1. Shape an inclusive, well-informed organization that is conscious of injustice and inequity...
2. Ensure racial equity is a core value in policies, procedures, practices, protocols and publications
3. Ensure shared accountability with funded service providers, parents and community
4. Offer ongoing professional development on implicit bias and anti-racist framework to support REDI
5. Create a pathway to leadership that promotes diversity and equality in decision making.
6. Use equity to guide research for equal outcomes, data collection and monitoring of disparities
7. Prioritize investments promoting racial equity
8. Facilitate trauma-informed trainings
9. Implement best practices that promote racial equity and address all levels of racism

“

A Resolution is the first step in an expression of what we value and how we intend to function with that value set in place.

Phil Serna, Chair
First 5 Sacramento Commission



A Resolution underscores our public footing about what our vision is for an equitable community, for racial diversity and inclusion. The more vocal we are the more we will hold ourselves to that standard.

Donna Sneeringer,
SOS Committee Chair
First 5 Sacramento Commission

REDI ACTION PLAN

By prioritizing racial equity, First 5 Sacramento commits to taking action.



Resolution on Racial Equity and Social Justice

- Developed with Commissioners, staff and Community Advisory Committee members
- Focused on ACTION
- Prioritized for action based on the IMPACT that achievement will have in the community
- Looked internally at Commission practices and externally at funded partner capacity building needs
- Implemented in partnership with community voice and honoring those with lived experience

GOAL 1:

Review and revise all policies, procedures, practices, protocols and publications to ensure racial equity is a core value of First 5 Sacramento.

Conduct an initial review of policies & procedures and social media platforms.

Revise policies, procedures, practices, protocols, and publications to ensure racial equity, diversity and inclusion.

Consult with both experts and experienced partners to learn about best practices.

GOAL 2:

Offer ongoing professional development and training to the Commission, Committees, partners and staff on implicit bias and an anti-racist framework regarding racial, economic and social justice.

Administer both an internal and external survey.

Develop a menu of on-going training opportunities.

Modify contract language to include requirements for mandatory participating in REDI trainings.

Facilitate peer learning group among early childhood educators and programs.

GOAL 3:

Provide opportunities for community members of color to become a voice within our organization through education, training and fellowship opportunities; creating a pathway to leadership that promotes diversity and equality in decision making for children and families.

- Commission and Committee Structure
- Stipends
- Parent Advocates
- Fellowship/Mentorship
- Community Voice
- Language Availability

GOAL 4:

Continually monitor for the potential presence of health, school readiness and family strengthening disparities through data collection and evaluation, using equity to guide our research for equal health outcomes.

Identify/strengthen data sources used to uncover and track social determinants of health and disparities.

Intentionally design reader and user friendly reports on disparities and gaps.

Review and present data/reports to bring awareness to the challenges and successes with decreasing disparities.

Continue to invest in evaluation reports that specifically look at the impact of our efforts to reduce disparities.

GOAL 5:

Prioritize the investment of promoting racial equity to address social determinants of health, school readiness and family strengthening, including but not limited to continuing support for First 5 Sacramento programs that reduce the death of African American and Indigenous children.

Continued participation in collective impact initiative for reducing disparities in African American child deaths.

Ensure that funding continues to prioritize data driven equitable investments across all priority result areas.

Deepen investment in capacity building to reach new partners and increase equity in funding.