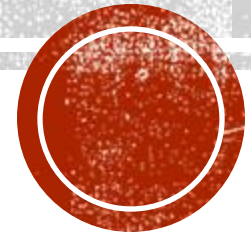




Racial Equity in Educare

MARCH CoP 3/8/2022



OVERVIEW

- Sharing qualitative findings from wave 2 survey
- Discussion of action steps and tracking progress



Qualitative Survey Questions

- What changes have you made to advance equity in your practice?
- What challenges do you face in trying to include anti-bias culturally approaches into your research or evaluation?
- What professional supports and/or resources would help you better incorporate anti-bias culturally responsive approaches in your research and evaluation?
- How have you engaged families and caregivers in your research process?
- How are you training research and evaluation staff in equitable research processes?
- What are your racial equity goals for 2022, for yourself and for your site? How will you measure them?



What changes have you made to advance equity in your practice?

- Changes to research methods (20)
 - New proposed research methods, more focus on qualitative methods
 - Centering voices/participatory methods (families, communities, teachers)
 - More research partnerships
- Have a more critical/eye towards equitable practice (8)
 - Increased personal reflection/intentionality – harm/support, biases
 - More inclusive language
 - Interest in strengths-based focus
- More education for self and others (8)
- Equitable Hiring/Create more inclusive team (4)



What challenges do you face in trying to include anti-bias culturally responsive approaches into your research or evaluation?

- The status quo/resistance/fear (“Now that we know better, we have to do better,” from funders, staff, no allies) (6)
- Turnover/staff shortage/time (hard to be thoughtful and intentional, lack of staff diversity) (5)
- Lack of equitable measures/assessment bias (5)
- How to go from aware to action (need for good examples) (2)
- How to include community voice (1)
- Hesitance to further burden POC participants (1)
- Addressing intersectionality (1)



What professional supports and/or resources would help you better incorporate anti-bias culturally responsive approaches in your research and evaluation?

- Extend education (educate each other, more challenging, doesn't assume a white audience, weekly CoPs) (5)
- More funded time for equity work (for self, experts, resources) (5)
- Concrete implementation examples (how to use data to “do something,” how to benefit communities, how to equitably write-up results) (4)
- Data on assessment bias (1)
- Community compensation (1)
- Improved relationships with higher up organizations (1)



How have you engaged families and caregivers in your research process?

- Share data summaries (5)
- Involved in the research (3)
 - Review/making meaning of data
 - Review instruments, assessments, research design
- Advisory board members (though may be indirectly related) (3)
- Ask what they want to learn (now or will start) (3)
- Could engage more meaningfully (1)
- Use open-ended questions (1)
- Build relationships (events, presentations) (1)



How are you training research and evaluation staff in equitable research processes?

- Team trainings (webinars, discussions, readings, module development) (8)
- Provide funding support to staff to seek (2)
- Partnering across organization to bring training (1)
- University/employer-required trainings (anti-bias) (1)
- Researching equitable practices (1)
- Hope to start (1)



What are your racial equity goals for 2022, for yourself and for your site? How will you measure them?

Self

- Complete additional training (6)
 - (PhotoVoice, REI phase I training, equitable methods, conversation with family, awareness of implicit bias)
 - Continue reading, engaging in discussion, and reflecting on resources centered on promoting racial equity in research.
- Collaborate with more researchers and scholars of color (1)
- Include participants in data interpretation processes (1)

Site

- Build concrete steps at each research phase (structural racism research questions, redo eval plans, equitable presentation) (5)
- Bring in families & communities (multiple ways inc. guiding eval, as part of team, collecting data) (3)
- Recruit & retain diverse staff (2)
- Provide PD opportunities to staff (2)
- Center equity (“research as a tool of justice”) (2)
- Incorporate equity interventions (1)

Measure impact

- Documentation (# trained, data collected) (2)



QUESTIONS FOR THOUGHT:

- What kinds of concrete examples would be helpful?
- Ideas of actions to take
- How do we examine progress? How can we measure?

