



Center for the
Study of
Social Policy
Ideas into Action



Centro para el
Estudio de
Política Social
Ideas en Acción



**Parent Leader
Network**
An initiative
of CSSP



**Red de Padres/
Madres Líderes**
Una iniciativa
de CSSP

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Idalia Rios - Santa Ana, CA
Former Steering Committee member of the PLN



Anthony Queen - Kent County, MI
Co-founder of the PLN



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What You'll Learn

- Learn about the **Manifesto for Race Equity & Parent Leadership**
- Examples of **how the 5 Commitments** of the Manifesto can be used in the early childhood systems to **create change** by breaking barriers to equity and improving collaboration with parents
- Examples of what **authentic Parent Engagement and Partnership** looks like
- The Parent Leadership Network's **leadership development process**



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The Manifesto...Where it All Began

Oakland, CA 2018

A group of 40 parent leaders and agency staff from 9 communities, with support from CSSP staff and consultants, came together to create this Manifesto for Race Equity and Parent Leadership in Early Childhood





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What is the Manifesto, and why is it important?

Tool for:

- Families to obtain equity in early childhood systems and agencies
- Families to feel empowered to transform systems and remove barriers when accessing services
- Families to increase their power as leaders

How it Helps:

- Empower parents
- Hold systems and agencies accountable (transparency)
- Inspire change
- Each one, teach one



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Preamble to Our Manifesto

- To ensure that all children have **equitable outcomes** in education, health, and life, we must view **engaging parents and developing their leadership as "Mission Critical."**
- Families want to work with early childhood systems** to improve outcomes for their kids, but face barriers.
- This **Manifesto builds on the groundbreaking work of Strengthening Families**, which at its heart is about changing how service providers interact with families to support them in building protective factors.
- This Manifesto and its 5 Commitments for Change outline **our vision, goals, and strategies for change.**



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Why Race Equity and Parent Engagement?



- Racism plays a major role in shaping and reinforcing inequitable outcomes for children and families.
- Authentically engaging parents has great potential to create and expand positive and equitable outcomes for children.
- Implicit bias, access to opportunities and power influence how families engage and lead within early childhood systems.



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Our Vision for Race Equity



- Parents at the Center
- Parents Participating at All Levels
- Parents Valued as Experts
- Parents are Powerful Leaders



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The Manifesto's 5 Commitments for Change

The Manifesto challenges early childhood systems and agencies to increase equitable outcomes through adoption of **5 Commitments**:

- Challenge Racism
- Embrace Parent Leadership
- Prioritize Resources
- Create Career Pathways
- Maximize Equitable Resources



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Commitment 1: Challenge Racism

COMMITMENT 1

Challenge Racism



- Do more than just acknowledge that racism is wrong
- Don't just preach to the choir
- Parents are their kids first and best teacher
- To Eliminate barriers, staff leaders of early childhood systems must enhance capacity and skills to challenge racism and bias, provide a welcoming and respectful environment for families.
- Imagery
- Defy racism
- Promote Equity
- Systems or organizations reflect the community they serve



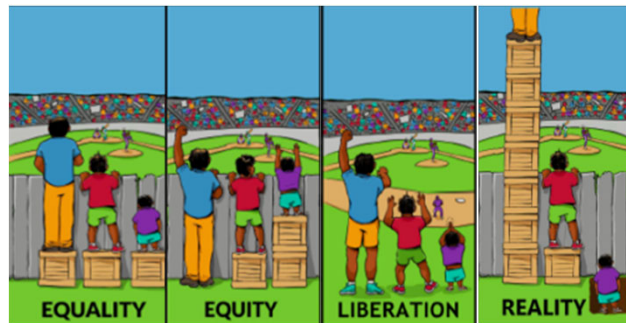
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Equality vs. Equity



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Equality vs. Equity

Equality



Equity



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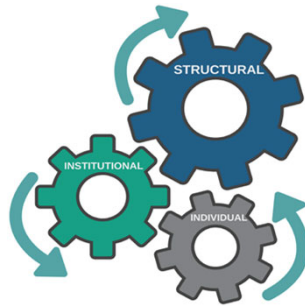
Levels of Racism

Structural/Systemic: historical, social, political, institutional, and cultural factors that contribute to, legitimize, and maintain racial inequities.

Institutional: the practices that perpetuate racial disparities, uphold White supremacy, and serve to the detriment and harm of persons of color and keep them in negative cycles, and the policies that generate different outcomes for persons of different races.

Individual: an internalized bias that takes place when a person's beliefs, attitudes, fears, behaviors, and actions are both based on and driven by racial biases/prejudices.

Source: Government Alliance for Racial Equity 2018



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What Do We Change First?

- Our individual beliefs, attitudes, and behaviors?
- Our agency's structures, policies, and norms?
- The systems?

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Commitment 2: Embrace Parent Leadership

COMMITMENT 2

Embrace Parent Leadership

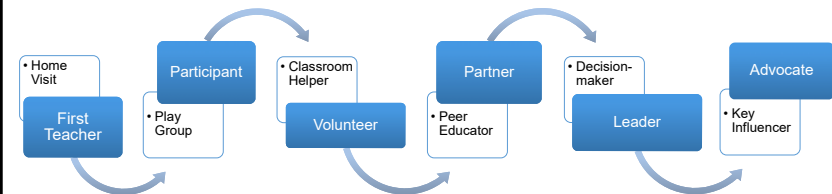


- Agencies and systems leaders must create *radical shifts* in the way parents are seen and included.

ACTION EXAMPLE: Support parents to plan and implement ideas, programs and policies and create their own initiatives.

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Parent Engagement and Leadership



Empowered parents:

- Are equal partners
- Have choices and agency
- Can see how they make a difference.

Empowering agencies:

- Are family centered
- Create leadership pathways
- Work to eliminate structural barriers

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Questions for Reflection

- What does it look like to engage parents in authentic ways?
- What's your biggest fear/concern partnering with parents/community?



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Commitment 3: Prioritize Resources

COMMITMENT 3

Prioritize Resources



- When there's a budget crunch, don't make the mistake of cutting funds for family engagement.
- To realize the positive impact of parent engagement and leadership, agencies and systems must prioritize the funding, time and resources to make these efforts effective over time.
- Resources for capacity building of parents
- Coordination of organizations
- Compensate parents for their volunteer time



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Commitment 4: Create Career Pathways

COMMITMENT 4

Create Career Pathways



- Change your hiring practices and hire people from the community.
- Parents don't need letters after their names, they have life experience! To better reflect the families and communities served and expand their opportunities, agencies and systems must create career pathways for parents to enter the early childhood workforce.
- Eliminate "12 Me's" sitting around the table when decisions are being made.



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Commitment 5: Maximize Equitable Outcomes

COMMITMENT 5

Maximize Equitable Outcomes



- To maximize equitable outcomes for children and families, agencies and systems must align operations with this goal.
- The Silo effect can kill a Families wiliness to Trust.
- A generational stigma needs to be broken, whenever a white "State worker" walked into a home of color, it never went well for the family.
- Data that show results on changes



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Nevada by the Numbers

ECONOMIC WELL-BEING		RANK	
		46	
	UNITED STATES	NEVADA	
Children in poverty US 12,599,000 NV 119,000	21% 2008-12	17% 2016-20	BETTER
Children whose parents lack secure employment US 18,745,000 NV 188,000	31% 2008-12	27% 2016-20	BETTER
Children living in households with a high housing cost burden US 22,137,000 NV 231,000	39% 2008-12	30% 2016-20	BETTER
Teens not in school and not working US 1,533,000 NV 14,000	8% 2008-12	7% 2016-20	BETTER

Source: 2022 Kids County Data Profile, www.caanv.org



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Nevada by the Numbers

EDUCATION		RANK	
		46	
	UNITED STATES	NEVADA	
Young children (ages 3 and 4) not in school US 4,295,000 NV 50,000	52% 2008-12	53% 2016-20	WORSE
Fourth-graders not proficient in reading US N.A. NV N.A.	68% 2009	66% 2019	BETTER
Eighth-graders not proficient in math US N.A. NV N.A.	67% 2009	67% 2019	SAME
High school students not graduating on time US N.A. NV N.A.	21% 2010-19	14% 2016-19	BETTER

N.A.: Not available

Source: 2022 Kids County Data Profile, www.caanv.org



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Nevada by the Numbers

HEALTH		RANK	
		37	
	UNITED STATES	NEVADA	
Low birth-weight babies US 297,604 NV 3,022	8.1% 2009	8.2% 2009	WORSE
Children without health insurance US 4,017,000 NV 55,000	8% 2010-19	5% 2016-20	BETTER
Child and teen deaths per 100,000 US 21,400 NV 224	26 2010	28 2010	WORSE
Children and teens (ages 10 to 17) who are overweight or obese US N.A. NV N.A.	31% 2016-17	32% 2019-20	WORSE

Source: 2022 Kids County Data Profile, www.caanv.org



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COLLABORATION



COLLABORATION MOVES AT THE SPEED OF TRUST!!

- Anthony Queen



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Questions



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Manifesto in Action

- Presentations to local Orange County parent groups
- Inclusion in principles and values of Michigan nonprofits and their boards
- Massachusetts statewide family engagement framework
- Michigan's Great Start Collaboratives have adopted the Manifesto
- Palm Beach and Guilford organizations created parent positions
- Palm Beach also had parents participate on their hiring committee for specific positions related to parent engagement

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The Manifesto is Blueprint for Change

How could the Manifesto guide you in your work?

For each of the 5 Commitments:

- What is already in process?
- Where is change most needed?
- What do you feel most passionate about?

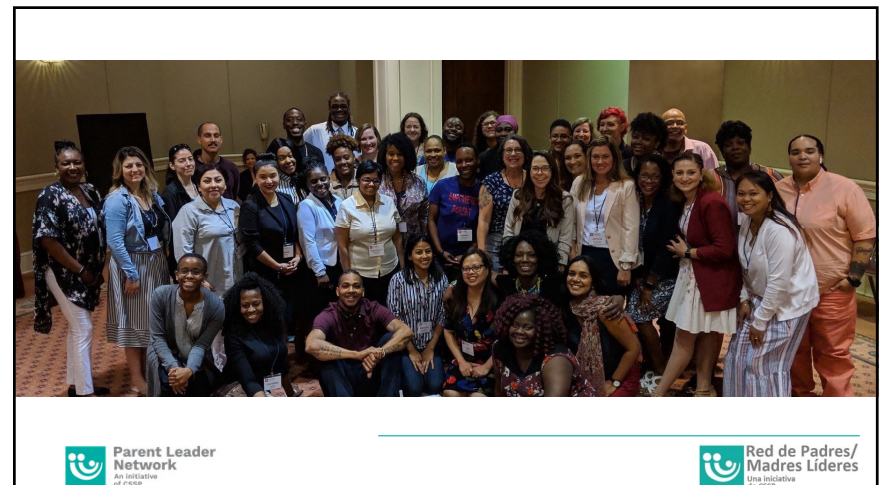
Adopt the Manifesto!
To support equitable outcomes for children and families, the EC-LINC Parent Leader Network calls on leaders in early childhood agencies and systems to adopt the Manifesto's 5 Commitments for Change:

1. Challenge Racism
2. Embrace Parent Leadership
3. Prioritize Resources
4. Create Career Pathways
5. Maximize Equitable Outcomes

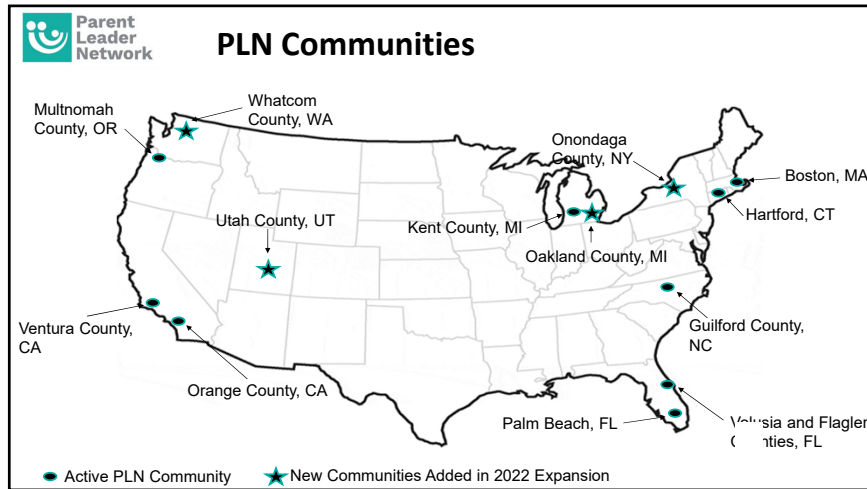
Join our movement!
Download the Manifesto!
<https://csep.org/resource/parent-leader-manifesto/>
Join the Parent-to-Parent Conversation!
<https://www.facebook.com/groups/EC-LINCParentLeaderNetwork/>
Sign up for emails!
<http://bit.ly/Parent-Leader>



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The PLN's Purpose and Vision

The Parent Leader Network (PLN) provides a space for parents in EC-LINC communities to **collaborate** with and **support** each other, **represent** the parent perspective, and **advocate** for parent voice and leadership in early childhood systems.

Guided by the Manifesto, the PLN envisions a **transformation** in which early childhood systems are **centered around families** and responsive to their needs, concerns, and ideas so that children can **thrive**.



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The PLN's Vision and Goals

Guided by the Manifesto, the PLN envisions a **transformation** in which early childhood systems are **centered around families** and responsive to their needs, concerns, and ideas so that children can **thrive**. We work to:

- Strengthen parents' leadership & expertise in priority issue areas
- Increase parents' access to peer-to-peer education, support and paid leadership opportunities.



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- COFI parent led organizing model and implementation
- Elected and rotating Steering Committee
- Annual summits led by parents
- Monthly calls led by parents
- Parent speaking opportunities



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PLN Benefits Me

- I am **welcomed, supported, safe and respected**.
- I **connect** with and **learn** from like-minded parents outside my community that are responding to similar challenges.
- I **build** confidence and high-level leadership skills and put them into action.
- I **fulfill** my passion to support other parents and become a better parent.
- I **lead** new initiatives in my community.
- I **grow** my voice in my community, leading to other leadership and employment opportunities.



La PLN Me Beneficia

- Me siento **bienvenida, apoyado, segura y respetado**.
- Me **conecto** y **aprendo** de padres/madres con ideas afines fuera de mi comunidad que están respondiendo a desafíos similares.
- **Desarrollo** confianza y habilidades de liderazgo de alto nivel y las pongo en práctica.
- **Realizo** mi pasión de apoyar a otras madres/padres y convertirme en un mejor padre/madre.
- **Lidero** nuevas iniciativas en mi comunidad.
- **Hago crecer** mi voz en mi comunidad lo que lleva a otras oportunidades de liderazgo y de empleo.



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PLN Benefits My Community

- Provides concrete tools for organizing and base-building, so we can teach others the process of bringing about change
- We learn from others to adapt strategies and innovate during the pandemic.
- With PLN, I can offer local leaders new opportunities to connect with a national movement.
- Supporting us to advocate within our communities to adopt the Manifiesto builds the power of our voices.



La PLN Beneficia a Mi Comunidad

- Proporciona herramientas concretas para organizar y construir bases para que podamos enseñarle a otros el proceso de lograr cambios.
- Aprendemos de otros a adaptar estrategias y a innovar durante la pandemia.
- Con la PLN, puedo ofrecer nuevas oportunidades a líderes locales para conectarse con un movimiento nacional.
- Apoyarnos para abogar dentro de nuestras comunidades para adoptar el Manifiesto hace crecer el poder de nuestras voces.



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PLN Benefits Our Movement for Equity and Parent Voice

- PLN is a national platform for parents to build leadership, learn from our peers and bring it back to our communities.
- PLN is a model how to have a movement with parents at the center.
- PLN is heightening the conversation around racial equity and parent voice in early childhood systems.
- With COFI as a leadership development strategy, PLN has started a peer-to-peer learning movement in diverse communities.
- PLN shows agencies how to collaborate more effectively with parents and each other.



La PLN Beneficia a Nuestro Movimiento por Equidad y Voces de Padres/Madres

- La PLN es una plataforma nacional para que las madres/padres desarrollemos liderazgo, aprendamos de nuestros pares y lo llevemos de vuelta a nuestras comunidades.
- La PLN es un modelo de como tener un movimiento con padres/madres en el centro.
- La PLN realiza la conversación alrededor de equidad racial y las voces de madres/padres en los sistemas de primera infancia.
- Con COFI como una estrategia de desarrollo de liderazgo, la PLN ha empezado un movimiento de aprendizaje de par-a-par en diversas comunidades.
- La PLN le demuestra a agencias como colaborar más eficazmente con las madres/padres y entre ella/o/s.



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Meeting Agreements / Acuerdos para la Reunión



- Step up-Step back / *Un paso adelante- Un paso atrás*
- Suspend judgment / *Suspender el juzgar*
- Speak Your Truth / *Decir su verdad*
- Respect each other's truth / *Respetar la verdad de los demás*
- Confidentiality/ *Confidencialidad*
- Value each other's time / *Valorar el tiempo de los demás*
- Participate and have fun / *¡Participar y Divertirse!*



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Resources



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Additional Resources

Assessment Tool

<https://cssp.org/resource/parent-engagement-and-leadership-assessment-guide-and-toolkit-comprehensive-report/>

Ripples of Transformations

[Ripples of Transformation: Families Leading Change in Early Childhood Systems | Center for the Study of Social Policy \(cssp.org\)](https://cssp.org/resource/ripples-of-transformation-families-leading-change-in-early-childhood-systems-center-for-the-study-of-social-policy/)

Why We Lead with Race, Multnomah County

<https://www.multco.us/safety-trust-and-belonging-workforce-equity-initiative/why-we-lead-race>



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Family Engagement to Leadership Continuum



Source: CSSP - Ripples of Transformation Toolkit



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