Center of Excellence for Infant and Early Childhood Mental Health Consultation
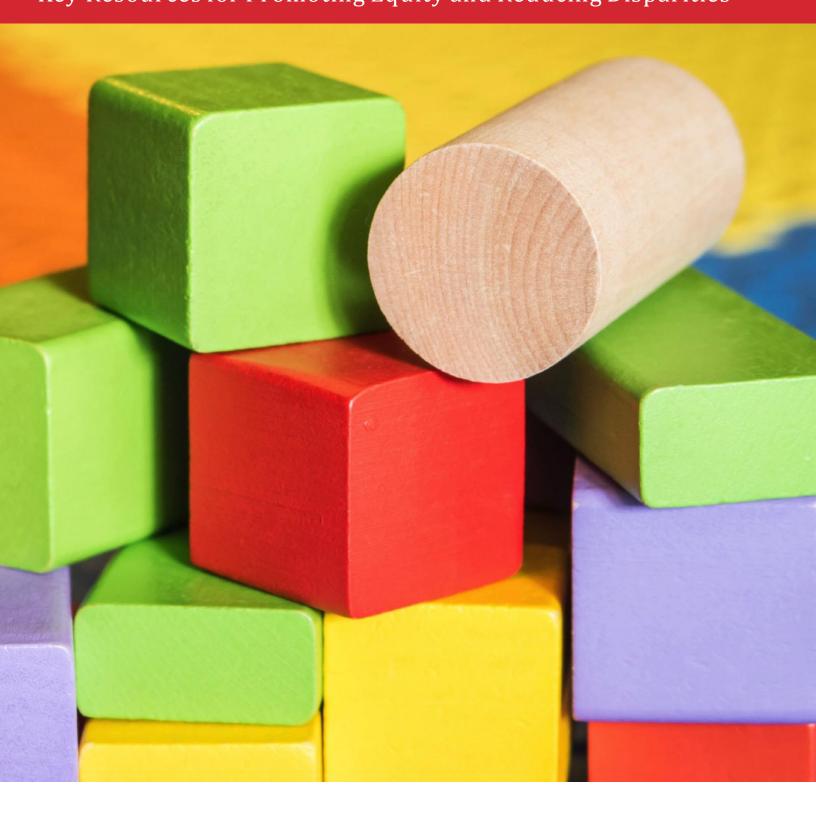## Key Resources for Promoting Equity and Reducing Disparities

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Contents

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Introduction

This compendium of Web-based equity-focused resources may serve a number of purposes, for example:

♦ Informing state, tribal, and community leaders who are engaged in conversations about disproportionate data on preschool expulsions

♦ Building awareness of the need to foster collaboration and partnerships to promote greater equity and transparency in outcomes for boys and African American children

♦ Assisting mental health consultants as they engage in dialogue with teachers, administrators, and home visitors about implicit bias

Equity is central to the CoE's mission and values. It is our hope that the resources herein will help practitioners in working toward the goal of attaining greater equity for all young children.

Understanding and Supporting the Development and Social and Emotional Learning of Children of Color

Reports

2015 Champion of Children Report: Boys of Color, Boys at Risk by Ohio State University's Kirwan Institute, Community Research Partners, Champion of Children, and United Way of Central Ohio

This report documents the many challenges facing young boys of color. Access the report at: http://kirwaninstitute.osu.edu/wp-content/uploads/2015/06/UWO-023-ChampionOfChildrenReport.FALR3_.pdf

Being Black Is Not a Risk Factor: Statistics and Strengths-Based Solutions by the National Black Child Development Institute (2013)

In this series of reports (a national report and reports from four states: Illinois, Wisconsin, Pennsylvania, and Michigan), practitioners, experts, and researchers provide critical perspectives on approaches to nurturing and supporting black children and families. Access the reports at: http://www.nbcdi.org/beingblack

Videos

"What's Behind Preschool Expulsion" Briefing Highlights (2015)

This six-minute video features highlights from the Congressional briefing on IECMHC held on June 11, 2015. Access the video at: https://www.youtube.com/watch?v=DiL8pxbuhkg

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Preschool Expulsions—Supporting Young Children and Their Families (2015)

This three-minute video from the "What's Behind Preschool Expulsion" Congressional briefing features Lauren Hogan from the National Black Child Development Institute. Access the video at: http://youtu.be/8nPy8IQLysc

Addressing Implicit Bias, Countering Prejudice, and Acknowledging the Role of Culture in Early Learning

Reports

Emptying the White Knapsack by Jaime Grant (Praxis Center, Kalamazoo College, Michigan, February 2014)

This report outlines concrete, practical, and pro-active steps for effectively using one's privilege to advance equity. Access the report at: http://www.kzoo.edu/praxis/emptying-the-white-knapsack/

Long-Term Reduction in Implicit Race Bias: A Prejudice Habit-Breaking Intervention by Patricia G. Devine, Patrick S. Forscher, Anthony J. Austin, and William T. L. Cox (*Journal of Experimental Social Psychology*, November 2012)

This groundbreaking longitudinal study tested an intervention designed to reduce implicit race bias through training and education. Access the study at: https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3603687/

State of the Science: Implicit Bias Review 2015 by Cheryl Staats, Kelly Capatosto, Robin A. Wright, and Danya Contractor (Kirwan Institute for the Study of Race and Ethnicity, Ohio State University, 2015)

This report reviews the effect of implicit bias in various industries as well as how to both detect and address implicit bias. Access the report at: http://kirwaninstitute.osu.edu/wp-content/uploads/2015/05/2015-kirwan-implicit-bias.pdf

Supporting the School Readiness and Success of Young African American Boys Project: Reflections on a Culturally Responsive Strength-Based Approach by the Office of Head Start National Center for Cultural and Linguistic Responsiveness (2015)

This report presents a comprehensive approach to incorporating cultural and linguistically responsive practices and policies to support the development and school readiness of all children from birth to age 5. Access the report at: http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/cultural-linguistic/docs/young-african-american-boys-project-guide.pdf

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White Privilege: Unpacking the Invisible Knapsack by Peggy McIntosh (*Peace and Freedom*, July/August 1989)

This essay is excerpted from Working Paper 189, "White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women's Studies" (Wellesley College Center for Research on Women, 1988). Access this essay at: http://www.wvu.edu/~lawfac/jscully/Race/documents/whiteprivilege.pdf

Access the working paper in its entirety at: https://admin.artsci.washington.edu/sites/adming/files/unpacking-invisible-knapsack.pdf

You Can't Fix What You Don't Look At: Acknowledging Race in Addressing Racial Discipline Disparities by Prudence Carter, Russell Skiba, Mariella Arredondo, and Mica Pollock (The Equity Project at Indiana University, Center for Evaluation and Education Policy, December 2014)

This report is part of a three-part series on "Acknowledging Race" from the Discipline Disparities Research to Practice Collaborative. Access the report at: http://www.indiana.edu/~atlantic/wp-content/uploads/2014/12/Acknowledging-Race_121514.pdf

Videos

Rose Marie Allen: Preschool Expulsions and the Role of Implicit Bias

♦   Access Part 1 at: https://youtu.be/iE2H7eiZBk0

♦   Access Part 2 at: https://youtu.be/_rntezhBGak

World Trust: Social Impact Through Film and Dialogue

This resource comprises several video modules and facilitator guides. The most well-known video is *Cracking the Codes: The System of Racial Inequity*. Access the collection at: http://world--trust.org/films/

Practical Recommendations for Preventing Discrimination and Promoting Diversity and Inclusion

Reports

School Reform & Dropout Prevention: Addressing Disparities in Discipline for African American Girls by the National Women's Law Center and the NAACP Legal Defense and Education Fund, Inc. (April 2015)

This brief provides a data snapshot and policy recommendations related to supporting African American girls in grades pre-K–12. Access the report at: http://nwlc.org/wp-content/uploads/2015/08/aagirls_school_reform_and_dropout_prevention.pdf

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Dual Pathways to a Better America: Preventing Discrimination & Promoting Diversity by the American Psychological Association's Presidential Task Force on Preventing Discrimination and Promoting Diversity (2012)

This report outlines the mechanism and consequences of discrimination and practical methods for and benefits of promoting diversity and inclusion. Access the report at: http://www.apa.org/pubs/info/reports/promoting-diversity.aspx

Web Resources, Tools, and Toolkits

Race Equity and Inclusion Action Guide by the Annie E. Casey Foundation (2014)

One way to achieve social change in an organization is to incorporate race equity and inclusion at every stage of work. The seven steps in this guide provide a clear framework for undertaking this important work. Access the report at: www.aecf.org/resources/race-equity-and-inclusion-action-guide

Racial Equity Tools

This website is designed to support individuals and groups working to achieve racial equity. It offers tools, research, tips, curricula, and ideas for people who want to increase their own understanding and to help those working toward justice at every level—in systems, organizations, communities, and the culture at large. Access the website at: http://www.racialequitytools.org/

Trauma and Resilience

Reports

Conversations About Historical Trauma by the National Child Traumatic Stress Network (Spring 2013)

These three two-page documents describe the forms of historical trauma experienced by certain communities, the multigenerational impact of historical trauma on individuals and families, its present relevance within these communities, and considerations for working with these populations.

♦   **Conversations about Historical Trauma: Part One**

This document focuses on the genocide and historical disenfranchisement of Tribal Nations in America. Access the document at:
http://www.nctsn.org/sites/default/files/assets/pdfs/conversations_about_historical_trauma_part_one.pdf

♦   **Conversations about Historical Trauma: Part Two**

This document discusses the complex, multi-faceted impact of experiences such as slavery and institutionalized segregation within African American communities. Access the document at:
http://www.nctsn.org/sites/default/files/assets/pdfs/historical_trauma_pt_2.pdf

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♦ **Conversations about Historical Trauma: Part Three**

This document examines historical and traumatic events impacting other cultural groups, including Hawaiians and Pacific Islanders, survivors of the Jewish Holocaust, and the Japanese American WWII camps. Access the document at: http://www.nctsn.org/sites/default/files/assets/pdfs/historical_trauma_pt_3.pdf

Trauma Informed Community Building: A Model for Strengthening Community in Trauma Affected Neighborhoods by Emily Weinstein, Jessica Wolin, and Sharon Rose (Health Equity Institute and BRIDGE Housing Corporation, May 2014)

This resource explains the effect of trauma in a community setting and how to build and strengthen communities in light of the trauma they have faced. Access the report at: http://bridgehousing.com/PDFs/TICB.Paper5.14.pdf

Web Resources, Tools, and Toolkits

Prevention Institute: "Strengthening Communities"

This website presents tools and resources for strengthening community resilience and building capacity. It provides profiles of successful policies, organizational practices, and initiatives that resulted in more equitable environments; tools to devise concrete strategies specific to a community's needs; and materials for advocacy. Access the website at: https://www.preventioninstitute.org/tools/tools-general/focus-area-tools

For more information on Trauma and Resilience, please see the Tribal Nations Section of the Toolbox.

Addressing Organizational and Structural Barriers to Racial Equity

Reports

Constructing a Racial Equity Theory of Change: A Practical Guide for Designing Strategies to Close Chronic Racial Outcome Gaps by Keith Lawrence, Andrea A. Anderson, Gretchen Susi, Stacey Sutton, Anne C. Kubisch, and Raymond Codrington (Aspen Institute Roundtable on Community Change, September 2009)

This report provides guidance on strategic planning for addressing equity-related challenges, envisioning racial equity outcomes, and assessing one's capacity for action. The Racial Equity Theory of Change is presented in this resource in a way that allows for its practical application. Access the report at: http://www.racialequitytools.org/resourcefiles/Roundtable%20on%20Community%20Change%20RETOC.pdf

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Point of Entry: The Preschool to Prison Pipeline by Maryam Adamu and Lauren Hogan (Center for American Progress, October 2015)

This report highlights the trends around preschool discipline as it is disproportionately applied to young black children, and offers recommendations. Access the report at: https://cdn.americanprogress.org/wp-content/uploads/2015/10/08000111/PointOfEntry-reportUPDATE.pdf

Web Resources, Tools, and Toolkits

Race Matters Toolkit by the Annie E. Casey Foundation (2006)

This multi-part toolkit will help practitioners make the case for racial equity, shape the message, and do the work to create racial equality throughout the United States. Access the collection at: http://www.aecf.org/search?q=race+matters+toolkit

Poverty and Race Research Action Council: "Toward a Structural Racism Framework" by Andrew Grant-Thomas and John A. Powell (*Poverty & Race*, November/December 2006)

The discussion of structural racism presented in this article emphasizes the powerful impact of inter-institutional dynamics, institutional resource inequities, and historical legacies on racial inequalities today. Access the article at: http://www.prrac.org/full_text.php?text_id=1095&item_id=10188&newsletter_id=90&header=Race

Racial Equity Impact Assessment Toolkit by Race Forward: The Center for Racial Justice Innovation (2009)

A Racial Equity Impact Assessment is a systematic examination of how different racial and ethnic groups are likely to be affected by a proposed action or decision. It can be a vital tool for preventing institutional racism and for identifying new options to remedy long-standing inequities. Access the toolkit at: https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit

Race Matters Institute

The Race Matters Institute helps organizations develop policies, programs, practices, and protocols that achieve more equitable outcomes for all children, families, and communities. Access the Institute's website at: http://racemattersinstitute.org/

Racial Equity Impact Assessment for Economic Policies and Budgets by Race Forward: The Center for Racial Justice Innovation (2009)

Economic policies and public spending and revenue decisions have enormous impacts—both positive and negative—on different racial and ethnic groups. This tool can assess the actual or anticipated effects of public policies and budgets in order to identify ways to maximize equity and inclusion and minimize adverse and unanticipated impacts. Access the tool at: http://www.racialequitytools.org/resourcefiles/keleher1.pdf

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Racial Equity Toolkit: Implementing Greenlining's Racial Equity Framework by the Greenlining Institute (July 2013)

This step-by-step thinking tool is designed to help policymakers consider the needs of all communities and to assist those working to develop fair and equitable policies. Access the toolkit at: http://greenlining.org/issues/2013/the-greenlining-institutes-racial-equity-framework-toolkit/

Racial Equity Tools: "Reviewing Resources" by the Center for Assessment and Policy Development and MP Associates (2013)

This tip sheet serves as a tool to assess inclusion and racial equity in legislation, organizational regulations, or systemic mandates. Access the tip sheet at: http://www.racialequitytools.org/resourcefiles/What_Are_Some_Tips_For_Reviewing_Resources_With_A_Racial_Equity_Lens.pdf

Racial Equity Resource Guide by the W.K. Kellogg Foundation (April 2014)

This comprehensive, interactive guide is aimed to assist organizations and individuals in achieving equity in their communities. Access the guide at: http://www.racialequityresourceguide.org/

Organizations that Facilitate Dialogue About Equity

Frank Porter Graham Child Development Institute (FPG), University of North Carolina at Chapel Hill

FPG's primary mission includes generating knowledge about the social context in which children of color live, establishing programs that produce positive outcomes for those children and their families, and using the knowledge to prepare teachers and caregivers to provide the best possible environment for promoting development and success. Access FPG's website at: http://fpg.unc.edu/about-fpg

Indigo Cultural Center

Through its extensive experience with early childhood stakeholders, the Indigo Cultural Center provides racial equity training and consultation that includes simultaneous internal reflection and processing at the individual, group, and organizational levels to build support for sustainable change. Access the center's website at: http://indigoculturalcenter.org/racial-equity-training-and-consultation/

National Equity Project

Through coaching and consulting, the National Equity Project helps leaders and teams—from the Cabinet, community center, or classroom—make informed decisions and take effective action to achieve equity in education at every level. Access the organization's website at: http://nationalequityproject.org/

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National School Reform Faculty (NSRF)

The NSRF provides training, protocols, and learning activities to equip educators with tools to collaboratively create effective learning experiences that foster educational equity and social justice. Access the organization's website at: http://www.nsrfharmony.org/

Social Centric Institute

The Institute offers a training sequence to assist participants in effectively creating dialogues, developing programs and curricula, and championing initiatives related to social and systemic justice. Access the Institute's website at: http://calvinterrell.com/about-the-programs/social-centric-institute/

Sound Child Care Solutions

Sound Child Care Solutions strives to educate children for life through child-centered, anti-bias, early childhood education. Access the organization's website at: http://www.soundchildcare.org

Undoing Racism: The People's Institute for Survival and Beyond

Through Undoing Racism®/Community Organizing Workshops, technical assistance, and consultations, The People's Institute helps individuals, communities, organizations, and institutions move beyond addressing the symptoms of racism to undoing the causes of racism in order to create a more just and equitable society. Access the organization's website at: http://www.pisab.org/

World Trust: Social Impact Through Film and Dialogue

This nonprofit social justice organization provides tools and resources, including films, curricula, and workshops, that inform the effective detection and addressing of systemic racial inequity and insentient bias. Access the organization's website at: http://world-trust.org/

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