



**North Carolina Early Childhood Foundation  
Racial Equity Committee Agenda  
August 24, 2021 10:30 – 11:30 AM  
[Zoom Meeting Link](#)  
Meeting ID: 934 0027 2296**

*NCECF's mission is to marshal North Carolina's great people, ideas, and achievements to ensure equitable access to opportunity and success for every child by the end of third grade.*

**Racial Equity Committee Meeting**

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**10:30 AM.....Welcome, Call to Order, and Establish Quorum**  
Tracey Greene-Washington

**10:35 AM.....Approve Minutes from June 2, 2021 Meeting – Action** Tracey Greene-Washington  
Attachment A

**10:40 AM..... Data Collection – Discussion** Tracey Greene-Washington  
Attachment B

- What are the best practices for collecting demographic data for a small organization?
- What demographic collection would be useful for collecting information on current and prospecting board members?

**11:00 AM..... Group Norms – Discussion** Tracey Greene-Washington  
Attachment C

- Add/amend/remove current group norms

**11:15 AM.....Equity Change Team – Discussion** Tracey Greene-Washington

- Defining, creating, and responsibilities of an Equity Change Team

**11:29 AM.....Update on Racial Equity Training** Sumera Syed

**Adjourn**



ATTACHMENT A

**North Carolina Early Childhood Foundation  
Racial Equity Committee Minutes  
June 2, 2021 1:00 PM via Zoom**

**Members Present:** Patti Gillenwater, Tracey Greene-Washington, Rashidah Lopez Morgan, Harold Sellars

**Members Absent:** Peggy Wang

**Others in Attendance:** Marian Earls, Muffy Grant, Sumera Syed

**Welcome, Call to Order, and Establish Quorum**

The Racial Equity Committee of the Board of Directors (Board) of the North Carolina Early Childhood Foundation (NCECF) met on June 2, 2021 at 1:00 pm. Tracey Greene-Washington called the meeting to order and a quorum was established.

**Approve Minutes from March 10, 2021 Meeting**

A motion to approve the minutes as written from the March 10, 2021 Committee meeting was made and passed unanimously.

**Equity Change Team Presentation**

What is the role of this committee as NCECF continues to evolve in this work? Committee will discuss the possibility of an Equity Change Team at a later meeting.

**Plan RE Strategy for Facilitation to the Board**

The Committee focused on building out a plan to have a deeper conversation at the board meeting about the results of the self-assessment to support the recommendations provided by the staff and to add any additional pieces that might come up. Conversations revolved around being clear about the purpose of this work (knowing the why). It needs to be made clear that it is in service of building our muscles and awareness and analysis to be a better ally. Give concrete examples on how these conversations have helped further the work. We are intentionally on this journey.

A recommendation was to add a reading about White Supremacy culture as we are talking about systems and dominant culture so that all children have equitable outcomes.

Committee members suggested sharing the guiding questions for the facilitation reading beforehand rather than at the board meeting.

Other suggestions included having a conversation around self-care/rituals and how we focus on restoration. For future orientations, focus on developing materials so that new board members can come up to speed on our racial equity journey.

**Adjournment**

Having no further business, the meeting was adjourned at 2:00 PM

Minutes submitted by:

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Tracey Greene-Washington



**RACIAL EQUITY COMMITTEE MEETING: August 24, 2021**

**DISCUSSION ITEM:** Data Collection

One of the goals for the equity action plan is to analyze demographic data so that it will create a baseline of what we currently have, and help us see what makes sense to update and what will have the most impact. More information around the collection of demographic data can be found [here](#). Collecting data is about more than just numbers: It is an opportunity to listen and have an accurate representation of the individuals that are the backbone of NCECF. Another use for data collection is for an accurate identity portrayal for grant applications and reporting.

NCECF collects data through a self-identified [short questionnaire](#) for new board members. Some of the information collected includes: name, organization, zip code, preferred form of communication, preferred pronouns, board related skills, and dietary preferences for in-person meetings.

**Discussion**

Determine question for data collection of board members. Determine how often self-identified demographic data will be collected about board members.



**RACIAL EQUITY COMMITTEE MEETING: August 24, 2021**

**DISCUSSION ITEM:** Group Norms

**BACKGROUND:**

As part of the 2018/19 racial equity training that NC Early Childhood Foundation underwent with CounterPart Consulting, the staff and board of directors adopted the Group Norms that were suggested by the consultants. The norms that were adopted include:

1. Speak your truth
2. Lean into discomfort and lean into each other
3. Commit to non-closure
4. Embrace paradox
5. Focus on learning and responsibility, not perfection

A more detailed explanation of each of the norms and the purpose behind having group norms can be found [here](#). New board members and staff have joined NCECF since the adoption of the group norms. Committee members will determine whether to add or amend the norms (e.g. Assume good intent, listen with an open-mind), if needed.

**DISCUSSION:**

Add/amend/remove group norms.