North Carolina Early Childhood Foundation
Racial Equity Committee Agenda
November 9, 2021 1:00 – 2:00 PM
Zoom Meeting Link
Meeting ID: 859 0500 9556

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

1:00 PM ............Welcome, Call to Order, and Establish Quorum
Tracey Greene-Washington

1:05 PM ............Approve Minutes from August 24, 2021 Meeting – Action
Tracey Greene-Washington
Attachment A

1:10 PM.......... Understanding Racism Workshop – Discussion
Attachment B
• Determine a plan to get 100 percent attendance at the workshop
• Review post-workshop survey and provide feedback that would be beneficial for this committee for making future decisions

1:25 PM........... Survey Results – Our Demographics – Discussion
Attachment C
• Analyze survey results below and discuss opportunities or gaps (ex: future recruitment, what areas is NCECF doing well with intersectionality, how can we leverage our strengths, what areas can we do better to have more voices represented to reach our mission and vision, etc.).

1:45 PM.......... Reflect on 2021 and What’s to Come in 2022 – Discussion
• Goodbye to Tracey
• What did we do well last year as a committee and what are some things you want to accomplish in the coming year?

Adjourn
North Carolina Early Childhood Foundation
Racial Equity Committee Minutes
August 10, 2021 10:30 AM via Zoom

Members Present: Tracey Greene-Washington, Rashidah Lopez Morgan, Peggy Wang
Members Absent: Patti Gillenwater, Harold Sellars
Others in Attendance: 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 August 10, 2021 at 10:30 am. Tracey Greene-Washington called the meeting to order and a quorum was established.

Approve Minutes from June 2, 2021 Meeting
A motion to approve the minutes as written from the June 2, 2021 Committee meeting was made and passed unanimously.

Board Meeting Debrief
The Committee began the discussion by debriefing about the racial equity section at the June board meeting. Committee members noted some of the following observations:

- Discomfort in the discussion with board members regarding the self-assessment data-which took the form of silence or limited feedback in order to provide “meaning making” of the data to support the overarching goals of staff/board alignment of data and consensus regarding the best strategic levers to focus on moving forward;
- Significantly more feedback was provided from board members that identified as BIPOC as opposed to those that identified as white;
- That ratio and composition of new board members versus seasoned board members had shifted dramatically in recent years and that the majority of the board had not participated in the initial racial equity training with Counterpart Consulting-resulting in the board potentially having varying foundational knowledge about the history of this work.

The Committee discussed the importance of this conversation and desire for a broader discussion at the board level to discuss NCECF’s role, risk, and strategic positioning in this space/work to support the overarching goals in the early childhood system. The committee desired to support a broader board discussion that could enable the board to build consensus regarding what it would look like and what would be needed in order to champion this work and provide internal/external allyship and solidarity with staff moving forward. The Committee noted that this discussion could potentially provide an opportunity to level-set and revisit why this work needs to be done. What is our why and what is the role of the board in this work.

Final Recommendation: To propose a larger conversation at the board level (with a facilitator) to grapple with these questions and for the staff to continue to move strategic priority areas of the work forward on the ground level, while providing updates to the committee and full board.

[Rashidah and Muffy left the meeting]

Data Collection
One of the goals for the NCECF 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 internally and externally. 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.

Committee members were in support of answering any demographic-related questions/surveys that are in service to being more strategic and aligned in our DEI work. This will help recognize the gaps and blind spots on our Board.

**Adjournment**
Having no further business, the meeting was adjourned at 11:30 AM

Minutes submitted by:

___________________________________
Tracey Greene-Washington
RACIAL EQUITY COMMITTEE MEETING: November 9, 2021

DISCUSSION ITEM: Understanding Racism Workshop

NCECF is scheduled to have an understanding racism workshop on December 8 from 1:00-2:30 with NCCJ. This will be a level-setting training and going into 2022, we will continue to build off of this workshop once all board members have been grounded in the language initially. Currently, seven board members have said they will be attending the training on December 8th.

The workshop will:

**Next Steps**
- Determine a plan to get 100 percent attendance at the workshop
- Review post-workshop survey below and provide feedback that would be beneficial for this committee to collect for making future decisions
NCCJ and NCECF Understanding Racism Survey

1. Directions

Thank you for participating in the Understanding Racism workshop with the National Conference for Community and Justice (NCCJ). Please take a few moments to complete the short survey below so that we can best determine next steps.

1. Please rate today’s Understanding Racism workshop from 1 to 5 stars, with 1 star being “not worth my time” to 5 stars being “well worth my time.”

2. What aspects of today’s session were helpful to you?

3. What aspects of today’s session will you hold yourself accountable to with your role at NCECF?

4. What suggestions do you have to improve the process used today, the facilitation or the presentations?

5. Are you interested in a future training building off of today’s workshop?
   - Yes
   - No
   - Other (please specify)
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.

2020 Census data for NC (as a possible reference point) can be found here:
- Statewide, 60% of North Carolina's residents identified as White, 20% as Black or African American, 11% as Hispanic or Latinx, 3.9% as Multiracial, 3.3% as Asian, 1% as American Indian, 0.4% as some other race, and 0.1% as Pacific Islander.
- The fastest-growing racial/ethnic group in North Carolina was the population identifying as some other race (207%), followed by Multiracial (161%), Asian (65%), Hispanic (40%), Pacific Islander (33%), Black (4.3%), and White (1.4%). The number of identifying as American Indian alone decreased by 7%.
- Virtually all growth in North Carolina's population from 2010-2020 was in the adult (voting-age) population. The child population grew by 2,654 individuals or 0.12% over the decade.

US Census Facts
- The Asian American population is now the fastest-growing racial or ethnic group in the U.S.
- 46.8 million people in the U.S. identified their race as Black, either alone or as part of a multiracial or ethnic background. That is up from 36.2 million in 2000. Data also shows that “the South was the region with the highest share of the country’s Black population, with 56% of this population living there.”
- the U.S. population increased by 18.9 million, and Hispanics accounted for more than half (52%) of this growth. In 2019, the number of Hispanics reached a record 60.6 million, making up 18% of the U.S. population. This is up from 50.7 million in 2010, when Hispanics were 16% of the population.

Discussion
Analyze survey results below and discuss opportunities or gaps (ex: future recruitment, what areas is NCECF doing well with intersectionality, how can we leverage our strengths, what areas can we do better to have more voices represented to reach our mission and vision, etc.).

---

Survey Results
Due to the small size of staff and the board and to keep the data anonymous, the data is aggregated with staff and the board of directors. 20/21 (95.2%) board of directors and staff members completed the seven-question survey.
• Zero percent of board and staff members identify as American Indian, Alaska Native, or Indigenous; Middle Eastern; Two or more Racial Identities; Native Hawaiian or Pacific Islander

• The most common demographic represented by the board and staff are:
  o White (8/20 or 40%) followed by
  o Black or African American (6/20 or 30%)
  o Asian or Asian American (4/20 or 20%)
  o Hispanic, Latino/a/e (2/20 of 10%)

• A majority of the staff and board identify as a person of color 60% (12/20), while 40% (8/20) do not identify as a person of color.

• There is no representation for people under 24 and over 75 years of age on the board and staff.
• The most represented age group of board and staff members are 35-44 and 45-54 both at 30% (6 people in each age group).
• 20% (4/20) of the board and staff are 65-74 followed by 15% (3/20) at 55-64, and 5% (1/20) between the ages of 25-34.
• A majority of the board and staff (75%) identify as female
• 20% of the board and staff identify as male
• 5% of the board and staff identify as nonbinary

Q5 Which geographic area(s) of North Carolina do you have strong ties to (e.g. familial background, work experience, etc)? Please check all that apply.
• Staff and board members have strong ties to the north central region of North Carolina (75% or 15/20)
• Both the Piedmont-Triad region and Southwest region are represented by 20% (four board and staff members each)
• Western, Northeast, and Southeast region all have 10% representation (two people for each region)
• The northwest region of the state is represented by one (5%) staff or board member
• There is no representation from the South-Central region of the state.

Q6 Are you a parent/guardian to a young child (eight-years-old and under)?

- 20% (4/20) staff and board members are a parent/guardian to a young child (eight-years-old and under); 80% (16/20) are not a parent or guardian to a young child (eight-years-old and under)

Q7 Is there any aspect of your identity that we have not covered in the preceding questions that we may want to consider including in future surveys? Please use the space below.

- I have served the whole state in my previous roles.
- I have a child that is 12 years old.