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.

Suggested Readings:
- Process and Practice: Linking Organizational Strategy and Race Equity Work
- Beyond the Board Statement: How Can Boards Join the Movement for Racial Justice?

Racial Equity Committee Meeting

2:00 PM .......... Welcome, Call to Order, and Establish Quorum
  • Sherry Franklin

2:05 PM .......... Approve Minutes from November 9, 2021 Meeting – Action
  • Sherry Franklin
  • Attachment A: November Meeting Minutes

2:10 PM .......... What is our WHY and what is the role of the board to advance equity? – Discussion
  • Sherry Franklin
  • Attachment B: NCECF Commitment to Racial Equity
  • Attachment B1: Racial Equity Committee Charter

2:15 PM .......... Review themes from January planning meeting – Discussion
  • Sherry Franklin
  • Attachment C: How can Board members best support NCECF in embedding racial equity into their work?

2:35 PM .......... Prioritization – Discussion
  • Sherry Franklin
  • Attachment D: What are some ways the Board Members can support the staff?

2:55 PM .......... Next Steps – Discussion
  • Sherry Franklin

Adjourn
North Carolina Early Childhood Foundation  
Racial Equity Committee Minutes  
November 9, 2021 1:00 PM via Zoom

Members Present: Tracey Greene-Washington, Peggy Wang, Patti Gillenwater, Harold Sellars  
Members Absent: Rashidah Lopez Morgan  
Others in Attendance: Marian Earls, 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 November 9, 2021 at 1:00 pm. Tracey Greene-Washington called the meeting to order and a quorum was established.

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

Understanding Racism Workshop  
NCECF is scheduled to have an Understanding Racism Workshop with NCCJ on December 8th prior to the board meeting. Currently seven board members have said that they are attending the training. The committee brainstormed ways to increase engagement by sending personal emails and calls to fellow board members to attend the training.

Action Item:
  • Sumera Syed will draft the invitation to attend the workshop and send it for review to the rest of the Committee.

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

Minutes submitted by:

___________________________________  
Tracey Greene-Washington
A Commitment to Racial Equity

In 2013, the North Carolina Early Childhood Foundation (NCECF) made a commitment to diversity and equity by implementing a Diversity Statement and Action Plan. These commitments elevated diversity as an organizational value and devoted NCECF to identifying and removing systemic barriers that result in inequities in children’s outcomes.

Through the Pathways to Grade Level Reading initiative, NCECF committed to using a racial equity lens in 2018 to prioritize strategies that specifically work to reduce structural barriers to opportunity and well-being for children of color. The Pathways commitment also gives special consideration to the wisdom and innovation of people of color to develop responses that are lasting and reach all children. Pathways continues to operationalize its grounding in racial equity in 2019-20 through the formation and facilitation of an Early Childhood Data Advisory Council and data workgroups that are using a racial equity lens to intentionally center the needs and experiences of children of color as NC improves early childhood data collection, analysis and use.

In 2022, NCECF strives to build on its promise for diversity by incorporating an equity policy that will focus explicitly, but not exclusively, on racial equity.

NCECF’s Commitment to Equity

The NC Early Childhood Foundation (NCECF) is committed to building a foundation of opportunity and success for every child by the end of third grade. To make this vision a reality, we seek to identify and remove systemic barriers and replace them with pathways to opportunity.

Race has been a predictive factor in the life outcomes of children throughout our nation’s history and remains so today. Structural racism – implicit and explicit bias embedded in our systems, policies and practices – creates barriers to opportunity. These barriers produce inequities in outcomes for children of color on measures that matter – such as birthweight, social-emotional health, family economic security, housing stability, school discipline, early literacy, and more.

Structural racism limits outcomes not just for children of color, but for every North Carolinian. Persistent disparities in young children’s health and educational attainment have cost our state billions of dollars in lost economic output and these losses are compounded every year we choose not to properly address these inequities. When every child is supported to reach his or her potential, all of us benefit.

For these reasons, NCECF’s equity policy focuses explicitly, but not exclusively, on racial equity. We hold up racial equity as a core value, acknowledging that confronting racism is an essential part of realizing our vision that each North Carolina child has a strong foundation for lifelong health, well-being, and education.

Our Beliefs

- Every child has the right to equitable opportunities and resources in order to realize his or her full potential.
- Widening the path to opportunity begins by ensuring that every North Carolina child, no matter his or her life circumstances, is supported by a premier birth-to-age-eight-system.
- Inequities are created and maintained both intentionally and inadvertently through policies and practices that construct barriers to opportunity. Disparities in children’s health, education, and
well-being outcomes can only be mitigated by intentionally focusing on root causes of inequities and on systems-level change.

- Using an explicit but not exclusive racial equity lens will both strengthen our own organizational policies, practices, and results, and also improve the systems that impact North Carolina’s young children and their families.

**Equity Policy**
The NC Early Childhood Foundation recognizes and honors diversity in race, ethnicity, culture, class, age, abilities, gender and sexual identity, political affiliation and places where people live. We seek to reflect this diversity in all aspects of our work, including the composition of our board, staff, committees, workgroups, and volunteers.

NCECF explicitly acknowledges the impact of systemic racism and seeks to prioritize strategies, policies, and practices designed to both disrupt racism and alleviate its effects on North Carolina’s young children and families. NCECF is committed to ensuring that racial equity is applied in every aspect of our work and that it is woven throughout our organizational framework.

- We commit to collaboration among staff and the Board of Directors to keep racial equity at the center of our work to promote understanding, spearhead collaboration, and advance policies.
- We are dedicated to shaping and sustaining an inclusive and equitable work culture.
- We value the voices of people of color to make our work better and more responsive to the state we serve.
- We provide our staff and Board with opportunities for open, honest dialogue about the effects of systemic racism as well as opportunities for ongoing education in racial equity best practices, such as cultural competency and awareness of privilege and bias.
- We work to build meaningful relationships with groups representing diverse populations to support Board and staff recruitment efforts and to create powerful partnerships to impact outcomes for young children and their families.

By creating a shared vocabulary related to racial equity, we hope to be explicit about desired outcomes and create an open culture of social transformation through collaborative learning.

- Diversity: A collection of both differences and similarities in a group whether based on characteristics such as race, gender, age, or range of other identities or experiences.
- Inclusion: Authentically and intentionally engaging those from diverse backgrounds in processes and decision-making.
- Racial Equity: An analytical framework that acknowledges the impact of structural racism and proactively develops strategies and systems aimed at mitigating its effects on society. If racial equity is achieved, one’s racial identity no longer serves as a predictor of one’s life outcomes.

*Definitions adapted from Z. Smith Reynolds: [https://www.zsr.org/definitions](https://www.zsr.org/definitions)*
The North Carolina Early Childhood Foundation (NCECF)  
Racial Equity Committee Charter

I. Purpose

The Racial Equity Committee is a standing committee of the Board of Directors. The Committee’s purpose is to oversee and build organizational capacity serving as ambassadors for staff and the board of directors to ensure that racial equity is embedded and integrated throughout the work at NCECF.

II. Members

The Racial Equity Committee shall consist of members of the Board as well as at the discretion of the committee, non-Board members who play an advisory role. Advisors selected for the committee shall:

- Include a maximum of two individuals at any given time;
- Not have voting rights on the committee or at board meetings;
- Be approved by a vote from the full committee prior to attending a meeting;
- Serve a two-year term on the committee with the opportunity for one renewal (a maximum of two terms totaling four years); and
- Attend 75% of committee meetings to remain as an active advisory member.

The Committee members will be appointed by the chair of the Board. The term for the Chair and Vice-Chair of the Racial Equity Committee is two years. The Chair of the Board of Directors shall serve as an ex-officio member of the Committee.

III. Operations

The Racial Equity Committee shall meet prior to each board meeting or as often as needed. Each regular meeting will focus on at least one of the responsibilities listed below. Minutes shall be maintained and a report of proceedings and actions shall be presented at the next meeting of the Board. Committee members will receive minutes from each meeting. Meetings will be governed by the same rules regarding meeting requirements that apply to the Board.

IV. Responsibilities

The Racial Equity Committee shall consult with staff to provide oversight and to make recommendations to the Board that support the organization’s ability to make sure that racial equity forms the foundation of the work at NCECF. Primary duties and responsibilities of the Committee are to:

- Provide strategic direction for NCECF.
- Engage in a permanent and on-going, board-level examination of racial equity and recommend board action on policies, practices, and procedures relating to racial equity.
- Lead key areas in advancement of racial equity work at NCECF such as equity accountability amongst board members and evaluate performance measures (ex: Executive Director’s evaluation, organizational goal setting, equity audit).
- Provide feedback and reflection to the Executive Director and Equity Officer for recommendations and support regarding short and long-term strategies to meet NCECF’s current and future needs (ex: reviewing website, creating a racial equity statement, effective hiring practices).
- Perform an annual evaluation of the Committee’s performance and make applicable recommendations.

Regularly review and make changes to the charter of the Committee.

*Adopted by the board February 10, 2020.*
**How can Board members best support NCECF in embedding racial equity into our work?**

<table>
<thead>
<tr>
<th>Clarity</th>
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<tbody>
<tr>
<td>2 votes: Explain to the board how to operationalize racial equity (i.e. see examples of models in policies, systems, and practices)</td>
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<tr>
<td>1 vote: Would be helpful to connect this precisely to the work – quantifying what racial equity means in terms of outcomes/impact (e.g. infant mortality, etc.). Especially wondering about this in context of the Pathways Framework.</td>
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<td>1 vote: More information around targeted universalism. Clarity around systems-level approach instead of individual approach</td>
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<tr>
<td>1 vote: Value statement for the role of the board in the racial equity work.</td>
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<tr>
<th>Communication Exchange</th>
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<tr>
<td>1 vote: Consider where/how the Board can provide an outside perspective to help provide a bigger picture where helpful</td>
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<tr>
<td>1 vote: Consider differentiating between racial equity trainings for new Board members that is about grounding understanding and training for the whole Board based on specific/targeted need/focus of NCECF</td>
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<td>1 vote: Ask the staff what kind of support they need/want from the Board</td>
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<td>1 vote: When a board member sees a great article or research around racial equity, please send it to staff</td>
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<tr>
<td>1 vote: Ensure the focus on racial equity is integrated in every meeting intentionally and is given enough time to focus on it and we prepare for the discussions</td>
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<th>Future Training</th>
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<td>1 vote: Consider where/how the Board can provide an outside perspective to help provide a bigger picture where helpful</td>
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**Discussion**

- Since we were running low on time answering this question during the January board planning meeting, is there anything you would like to add to the list above?
- What would you rank as your most important?
## Ways to Support NCECF Staff

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<th>Board of Directors</th>
<th>Organizational/Board of Directors</th>
<th>Organizational/Initiative</th>
<th>Campaign for Grade-Level Reading</th>
<th>Family Forward NC</th>
<th>Pathways to Grade-Level Reading</th>
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<tbody>
<tr>
<td>1</td>
<td>Share best practices in racial equity from other nonprofit boards</td>
<td>Develop a plan for board member recruitment and retention</td>
<td>Write a racial equity commitment to joining the NCECF board</td>
<td>Determine at least one outside facilitation a year (or a program) that would further learning around racial equity (e.g., white supremacy training, implicit bias training, etc.)</td>
<td>Connect NCECF to funding sources for racial equity capacity building (e.g., John Rex Endowment New Funding for Racial Equity Work)</td>
<td>Help connect us with the broader racial equity landscape work that is happening across the state in early childhood through racial equity workgroups or committees (e.g., DRIVE task force)</td>
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*NOTE: Strategies highlighted in **green** indicate immediate priority.*