SCRA 2019 Biennial Policy Workshop: Advancing Racial Equity & Inclusion through Policy Change

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Our Path Today

- Setting the stage
- Policy context
- Racial equity definition and approaches
- Case study
- Tools and resources
Why race?
Children’s Trust of South Carolina

Help communities build strong families

No child abuse or neglect in South Carolina

SC REIA Guide

Building Coalitions

Supporting Programs

Providing Resources

Leading Prevention Trainings

SC Organizational REI Guide
U.S. Breastfeeding Committee (USBC)

- 1990 international call
- Coalition of 50+ national organizations, including federal agencies
- Network of coalitions in all 50 states+

MER Consulting & Coaching

- Nonprofit consultant/trainer
  - Governance
  - Collective Impact
  - DEI, especially “mirror”
- Executive coach in training w/ CoachDiversity Institute
Little “p” policy
Racial Equity Defined

Equity work can take the form of actions designed to address historic burdens as well as to remove present day barriers to equal opportunities. It can be accomplished by identifying and eliminating systemic discriminatory policies and practices, but also by transforming structures towards access, justice, self-determination, redistribution, and sharing of power and resources. Above all, it requires an inclusive approach that maximizes engagement of those impacted.

Three interwoven components:

**Vision**
A future vision we seek to achieve, i.e., when life outcomes are equal regardless of one’s identities…

**Lens**
A lens through which we view the world to inform & guide design of strategies & activities in pursuit of vision…

**Mirror**
A mirror through which we:
1) examine our organizations’ structures, norms, policies, procedures, AND
2) examine our individual attitudes, beliefs, and behaviors…
…recognizing their impact on lens and vision…

Racial Equity Impact Assessment (Lens)

Systematic examination of how different racial and ethnic groups will be affected by a proposed action or decision.
Race Equity and Inclusion for Organizational Practice (Mirror)

Institutional policies, procedures, and practices that are informed by racial and ethnic equity and inclusion lens.
Case Study: Access to Lactation Support Providers

A U.S. Breastfeeding Committee “Constellation” collaborates to advance racial equity within a dynamic federal & state policy environment…
Individual Mirror

• **Personal equity learning journey:**
  – Trainings/workshops
  – Facilitated conversations
  – [Webinar series](#)
  – LSP: tailored training on knowledge development practices and values
Organizational Mirror ("little p" policy)

- Organizational learning and action:
  - CRASH Committee Implementation Plans: internal USBC policy, structural, and cultural change in four domains
  - Community Engagement Approaches: multi-level broadening and deepening
The Why: Mirror

- Intellectual Understanding of Vision (Head)
- Emotional Buy-In to Vision (Heart)
- Application Readiness to Use Lens (Hands)

All three needed at both individual and organizational levels.

We had buy-in and readiness, but something still missing…
Defining Vision in Context

Ensure common **applied** understanding of Vision to your specific issue/setting...

• What does equity look like in the context of access to lactation support providers? How will we know that we have achieved it?
  – For mothers/families?
  – For other actors/stakeholders? (LSPs)

• How does inequity in this context intersect/overlap with other inequities?
Lens ("Big P" policy)

- Primary tool available: "root cause analysis"

| What problem are we trying to solve? | Families: Equitable access to lactation support  
Provider: Equitable routes of training & payment |
<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Who is most marginalized by the problem and where are they?</td>
<td>Non-Hispanic Black families in South &amp; Midwest</td>
</tr>
<tr>
<td>Who is doing well despite the problem, and where are they?</td>
<td>White families in Northeast &amp; West</td>
</tr>
</tbody>
</table>
| Name institutions and/or policies impacting the root causes of the problem. | Laws requiring licensure for reimbursement  
Lack of funding for WIC BF peer counselors  
Health insurance access  
Paid sick days or other leave |
| Is there anything we know about the history of the problem that must be addressed to solve it? | Income/wealth gap  
Intergenerational trauma, legacy of slavery, stolen reproductive labor  
Institutional racism in maternity care |
Lessons Learned

1. **Lifelong learning journey** ➔ will change *everything* about how you operate

2. **Everyone needs to be part of it** ➔ intentionally consider cascading layers of engagement (resource problem ➔ collaboration opportunity)

3. **Every policy issue needs it** ➔ how do we build cross-issue coalitions aligned around racial justice goals when perceived interests and funding are siloed?
Lessons Learned (cont.)

4. “No one right way” → OK to take what works for your issue/context and adapt (BUT include the 3 components!)

5. “There’s not an app for that” → remember (and normalize!) that it’s not a straight line path, the work is emergent, complex, and often uncomfortable

6. Seek support → doesn’t have to be a taboo to talk about race
Mirror Tools

• Individual
  – RacialEquityTools.org (Indiv. Transformation)
  – Race: The Power of an Illusion (documentary series + online companion)
  – “Racial Equity Here” curriculum

• Organizational (“little p” policy)
  – RacialEquityTools.org (Org’l Change Process)
  – Race Forward “Workforce Development Racial Equity Readiness Assessment”
  – Beloved Community Equity Audit
  – D5 Coalition “Policies, Practices, and Programs for Advancing Diversity, Equity, and Inclusion”
  – Collective Impact Forum Community Engagement Toolkit
Lens Tools - REIAs

- Gov’t Alliance on Race & Equity (GARE) “Racial Equity: Getting to Results” Tool
- GARE Racial Equity Toolkit
- National Education Association Racial Justice in Education Resource Guide
- Race Forward REIA Overview
- South Carolina REIA Guide
- City of Seattle Racial Equity Toolkit
Lens Tools - Other

• Center for Social Inclusion tools:
  – “Talking about Race” toolkit (strategic messaging)
  – “Identifying Structural Problems” (root cause analysis) & “Race Impact Analysis” tools (handouts in Dropbox)

• Race Forward “Moving the Race Conversation Forward” – part 1 and part 2 (media & public discourse)

• Haas Institute “Targeted Universalism” resources

• Racial Equity Approaches (handout in Dropbox) – good convo starter, look for where your program(s) fit

• Grassroots Policy Project: Developing Racial Justice Policies
  – Part of workbook: “Race, Power & Policy: Dismantling Structural Racism”
Progress is Visible!

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<thead>
<tr>
<th>Healthy People 2020 Objectives</th>
<th>Target</th>
<th>Current Rates*</th>
</tr>
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<tbody>
<tr>
<td>MICH**-21.1 Increase the proportion of infants who are breastfed: Ever</td>
<td>81.9%</td>
<td>83.2%</td>
</tr>
<tr>
<td>MICH-21.2 Increase the proportion of infants who are breastfed: At 6 months</td>
<td>60.6%</td>
<td>57.6%</td>
</tr>
<tr>
<td>MICH-21.3 Increase the proportion of infants who are breastfed: At 1 year</td>
<td>34.1%</td>
<td>35.9%</td>
</tr>
<tr>
<td>MICH-21.4 Increase the proportion of infants who are breastfed: Exclusively through 3 months</td>
<td>46.2%</td>
<td>46.9%</td>
</tr>
<tr>
<td>MICH-21.5 Increase the proportion of infants who are breastfed: Exclusively through 6 months</td>
<td>25.5%</td>
<td>24.9%</td>
</tr>
<tr>
<td>MICH-22 Increase the proportion of employers that have worksite lactation support programs.</td>
<td>38.0%</td>
<td>49.0%</td>
</tr>
<tr>
<td>MICH-23 Reduce the proportion of breastfed newborns who receive formula supplementation within the first 2 days of life.</td>
<td>14.2%</td>
<td>17.2%</td>
</tr>
<tr>
<td>MICH-24 Increase the proportion of live births that occur in facilities that provide recommended care for lactating mothers and their babies.</td>
<td>8.1%</td>
<td>26.1%</td>
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**Maternal Infant and Child Health
Questions?

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