

QUALITY & WORKFORCE COMMITTEE, ELC MEETING AGENDA

APRIL 2ND, 2024: 1:00PM-2:30PM-VIRTUAL

Committee Charge: Address the urgent need to develop, recruit and retain a qualified, diverse workforce representative of the communities served. Identify steps to mitigate the systemic workforce problems without compromising high standards, including accessible pathways and equitable compensation to stabilize the workforce and enhance the public's perception of early educators. Identify and support efforts to improve program quality using a racial equity lens.

CO-CHAIRS: Bela Motè and Christi Chadwick

WELCOME AND INTRODUCTIONS:

1. RECAP OF COMMITTEE WORK TO DATE AND LAST MEETING:

RECAP OF LAST COMMITTEE MEETING JULY 2023:

- Fringe Benefit Strategies and Resources-Presentation and Discussion

RECAP OF COMMITTEE WORK 2023:

- ExceleRate Framework
- Benefits and Compensation

2. RECOMMENDATIONS BROUGHT FORWARD TO ELC AND WHERE THINGS STAND:

- Looking further at bottom layer of Pyramid- July 2023 meeting

3. IDENTIFY TOPICS AND DISCUSSION FOR NEXT MEETING:

- Bethany Patten (IDHS) Guest speaker: Smart Start Contract Development at IDHS

4. UPDATES:

- ECACE update

5. PUBLIC COMMENTS

6. ADJOURN:

We envision Illinois as a place where every young child – regardless of race, ethnicity, income, language, geography, ability, immigration status, or other circumstance – receives the strongest possible start to life so that they grow up safe, healthy, happy, ready to succeed, and eager to learn.

Racial Equity Definition: A racially equitable society values and embraces all racial/ethnic identities. In such a society, one's racial/ethnic identity (particularly Black, Latino, Indigenous, and Asian) is not a factor in an individual's ability to prosper. An early learning system that is racially equitable is driven by data and ensures that:

- Every young child and family regardless of race, ethnicity, and social circumstance has everything s/he/they need to develop optimally.
- Resources, opportunities, rewards, and burdens are fairly distributed across groups and communities so that those with the greatest challenges are adequately supported and not further disadvantaged; and
- Systems and policies are designed, reframed, or eliminated to promote greater justice for children and families.

Racial Equity Priorities:

- 1) Align and standardize race/ethnicity data collection and reporting.
- 2) Evaluate and identify whether processes for distributing resources exacerbate racial disparities, including agency contracting.
- 3) Address race/ethnicity disparities in terms of workforce compensation and advancement.
- 4) Eliminate racial/ethnic disparities for children participating in all programs that contribute to school readiness and life success by addressing racial disparities in enrollment in preschool for 3- and 4-year-olds and in prenatal to age 3 services.