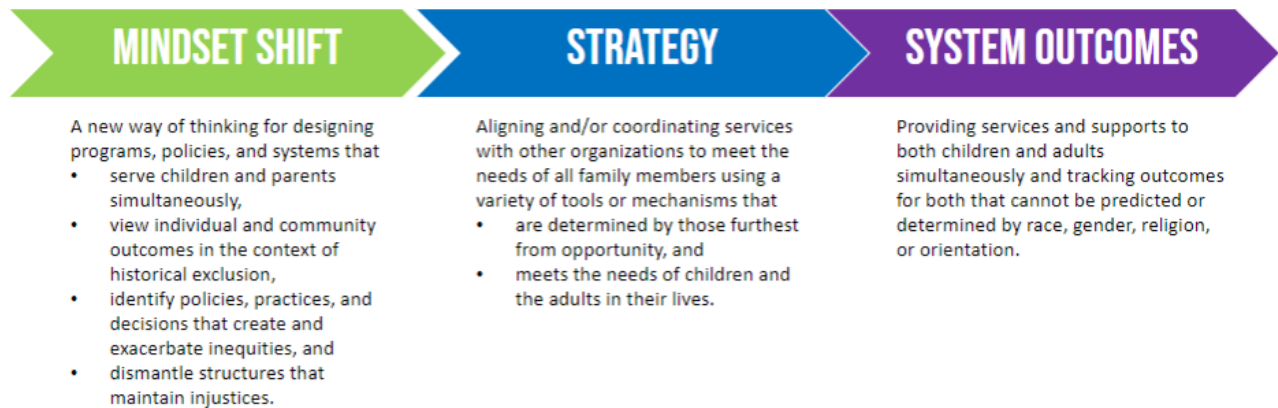


## DRAFT – Transition Advisory Committee Equity Framework

**An equitable system is one that meets the needs of all children and families, resulting in individual outcomes that cannot be predicted or determined by race, ethnicity, culture, language, gender, religion, orientation, geography, ability, or socioeconomic status.**

Achieving an equitable system requires a **mindset shift** that honors and embraces each family's unique racial, ethnic, cultural, linguistic, gender, religious, orientation, geographic, ability, and socioeconomic identities. This new way of thinking about how programs, policies, and systems can serve children and families simultaneously views individual and community outcomes in the context of historical exclusion, identifies policies, practices, and decisions that create and exacerbate inequities, and dismantles structures that maintain injustices.

Achieving this vision for equity within the context of the transition to the new IL Department of Early Childhood requires all of us to make decisions that prioritize those most impacted by structural racism and systemic inequities. This calls for a **strategic approach** that aligns and coordinates holistic services and maximizes parental choice to meet the needs of children and the adults in their lives. The process used to achieve this vision should use a variety of mechanisms that are inclusive of local voices and community partners and determined by those most impacted by structural racism and systemic inequities. Analyzing and reporting disaggregated **outcomes** is critical to provide transparency about the impact and inform future changes that bring us closer to our vision of equitable family outcomes.



A huge thank you to the TAC Equity Workgroup for developing the draft approach. Members include: Johnna Darragh – Ernst, Tonya Frehner, LaKeesha James – Smith, Marcy Mendenhall, and Mariana Osoria.