Racial Equity: Designing for Liberation

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BAY AREA early childhood funders

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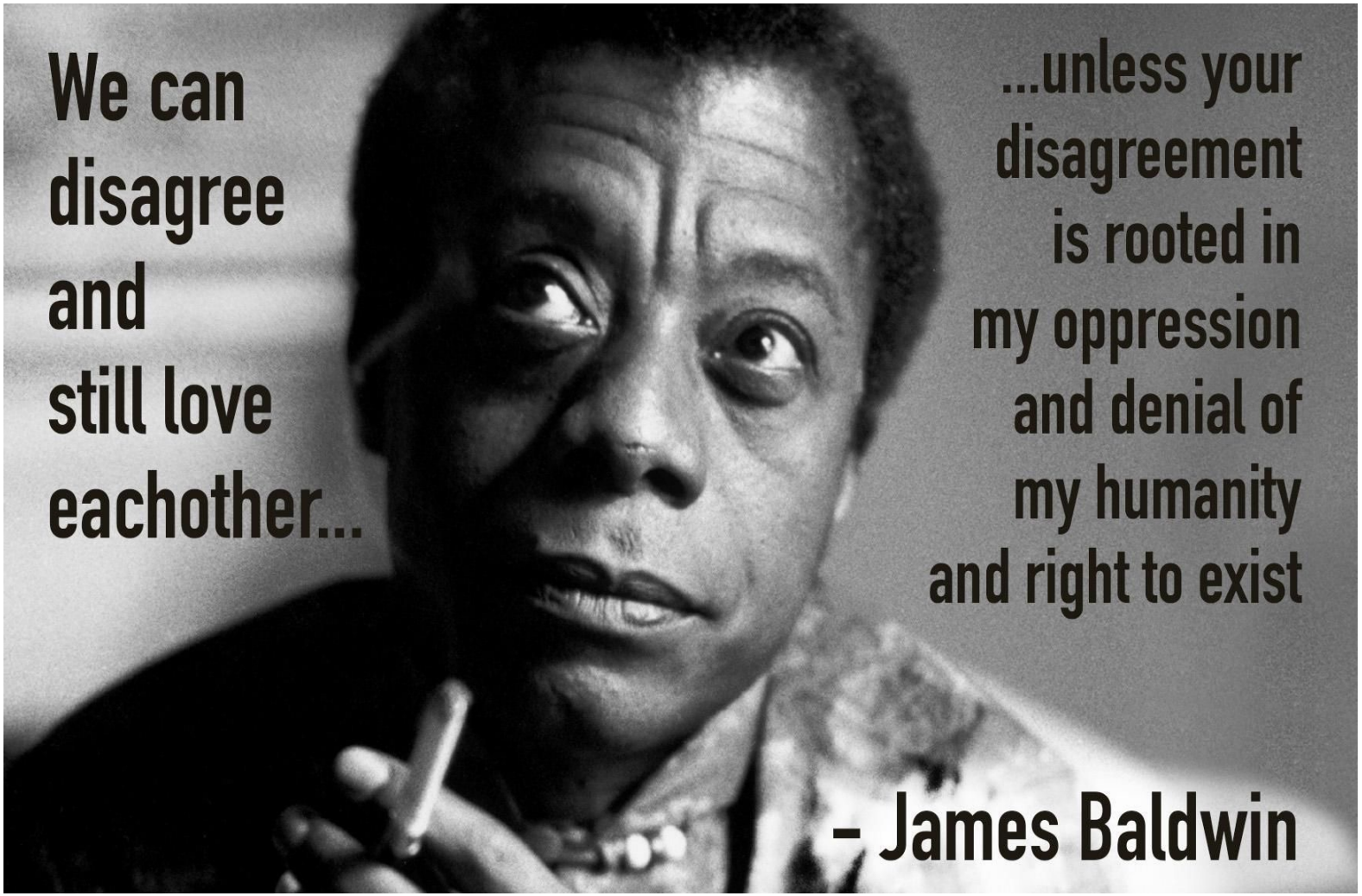
Purpose/Objectives:

- Explore ways to center those most harmed within grantmaking strategies,
- Develop a safe community of practice for grantmakers focused on the liberation of BIPOC communities.

Communication to the Board



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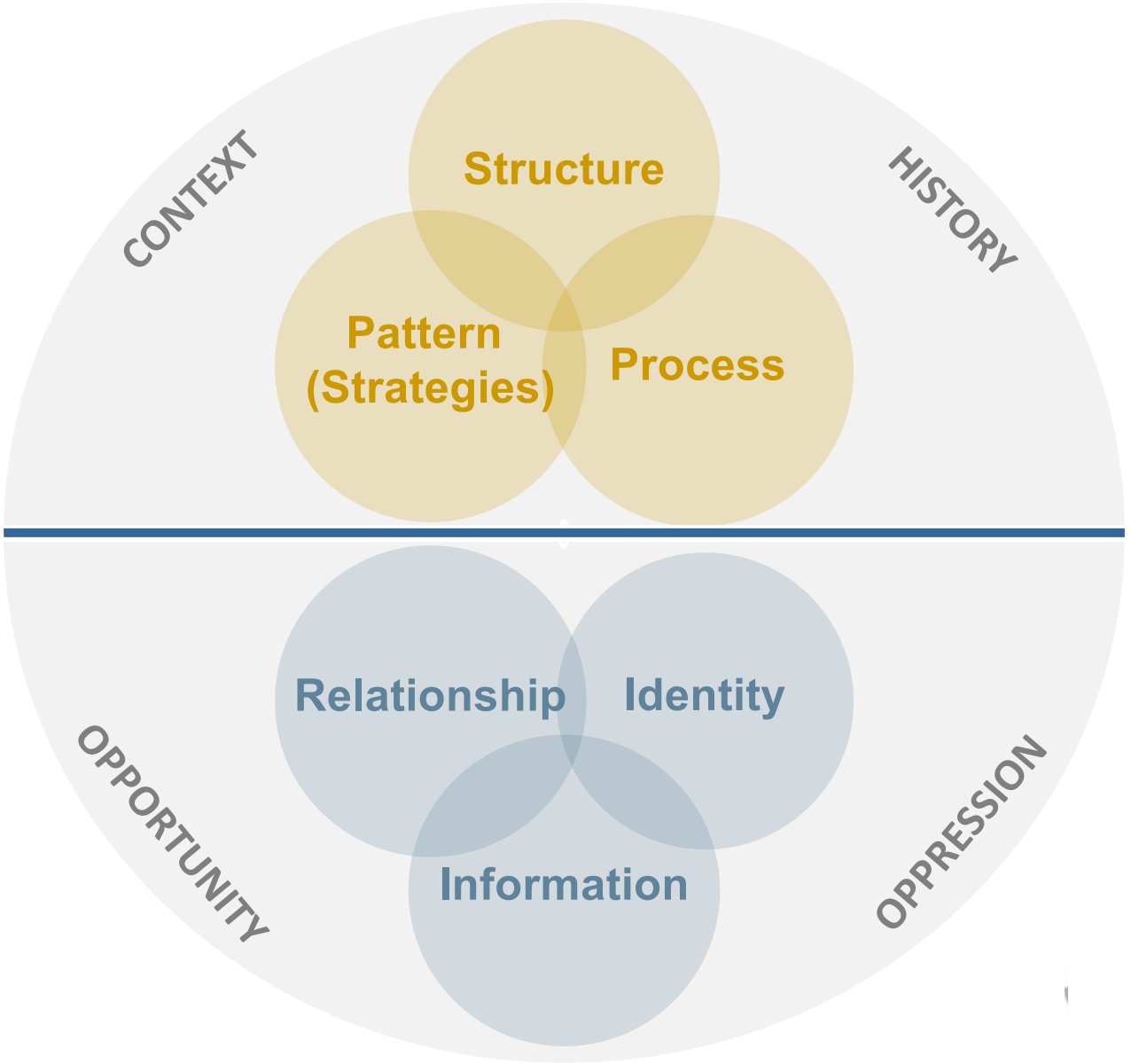
Designing for Liberation

"If you have come to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together."

- Dr. Lila Watson

Liberatory Design



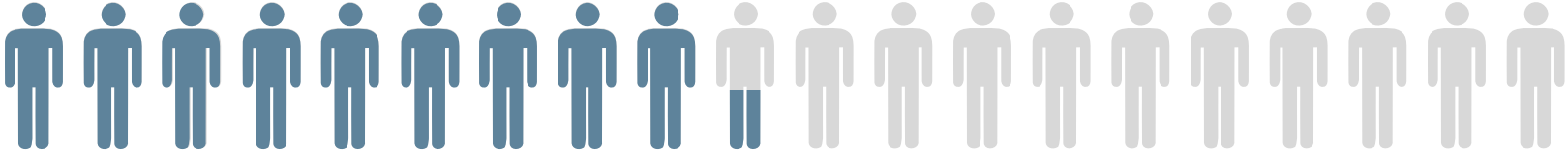
Case Study

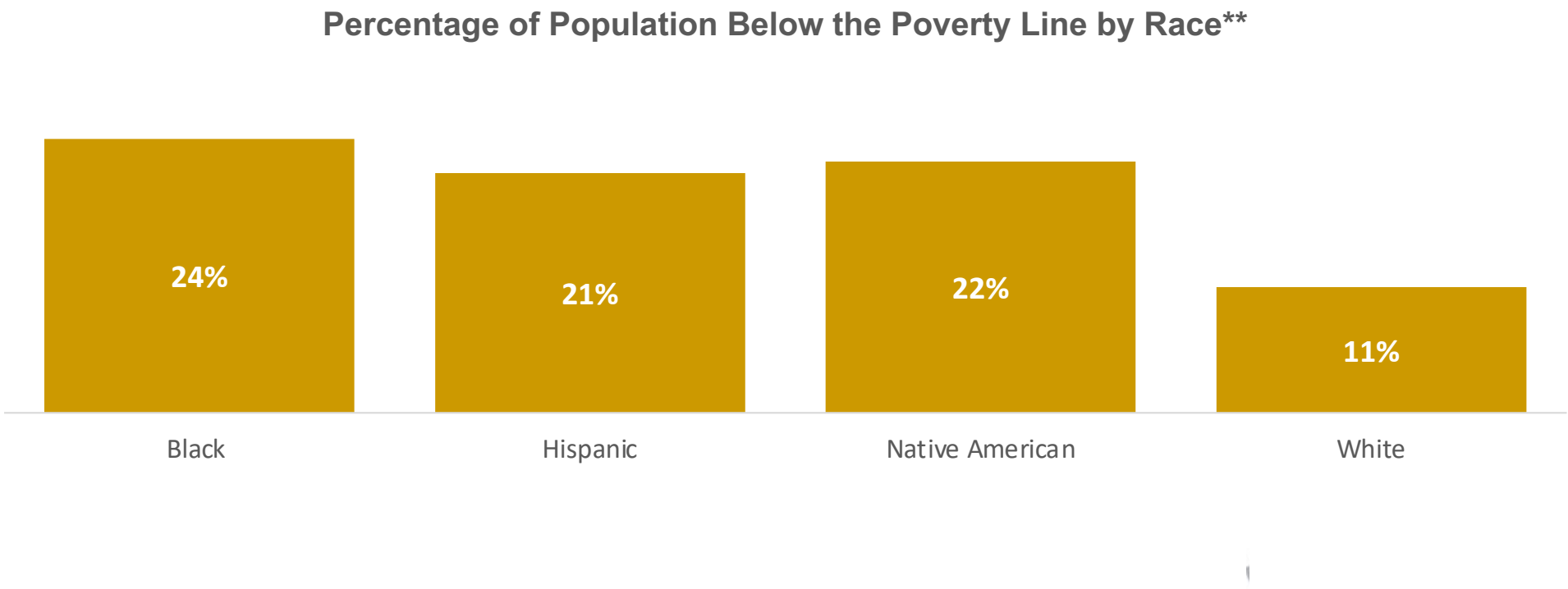
An organization wants students to be able read at or above grade level.

Current Data Trends: Setting the Context

11% of Alameda county's population is Black*

47% of Alameda county's homeless people are Black*



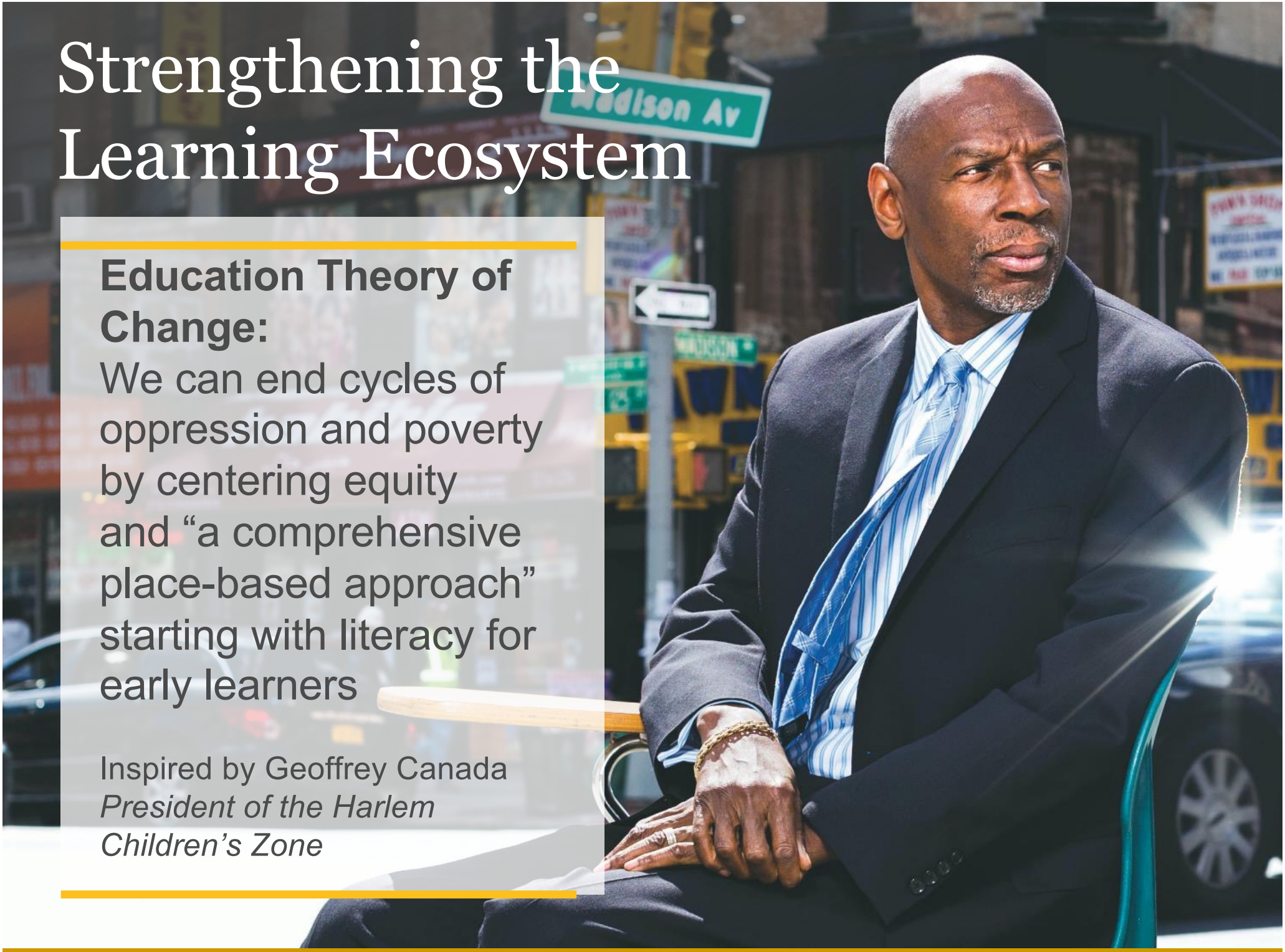


* 2019 Alameda County Homeless Count Report
** 2019 United States Census

Strengthening the Learning Ecosystem

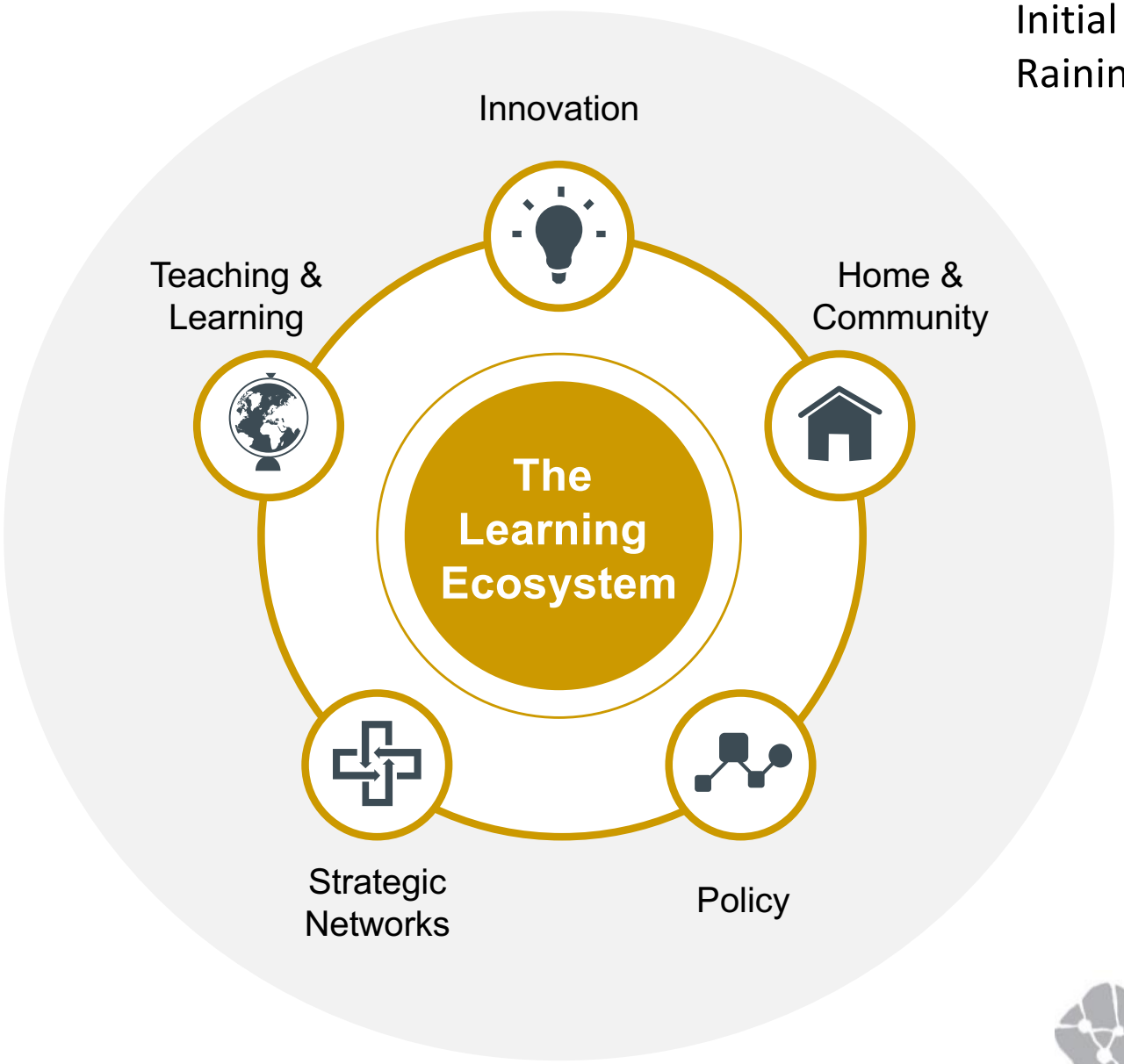
Education Theory of Change:
We can end cycles of oppression and poverty by centering equity and "a comprehensive place-based approach" starting with literacy for early learners

Inspired by Geoffrey Canada
President of the Harlem Children's Zone



Equity Levers

Initial mockup of Rainin Levers



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Leveraging Teaching and Learning:

MIXED METHODS AND EFFECTIVE PRACTICES

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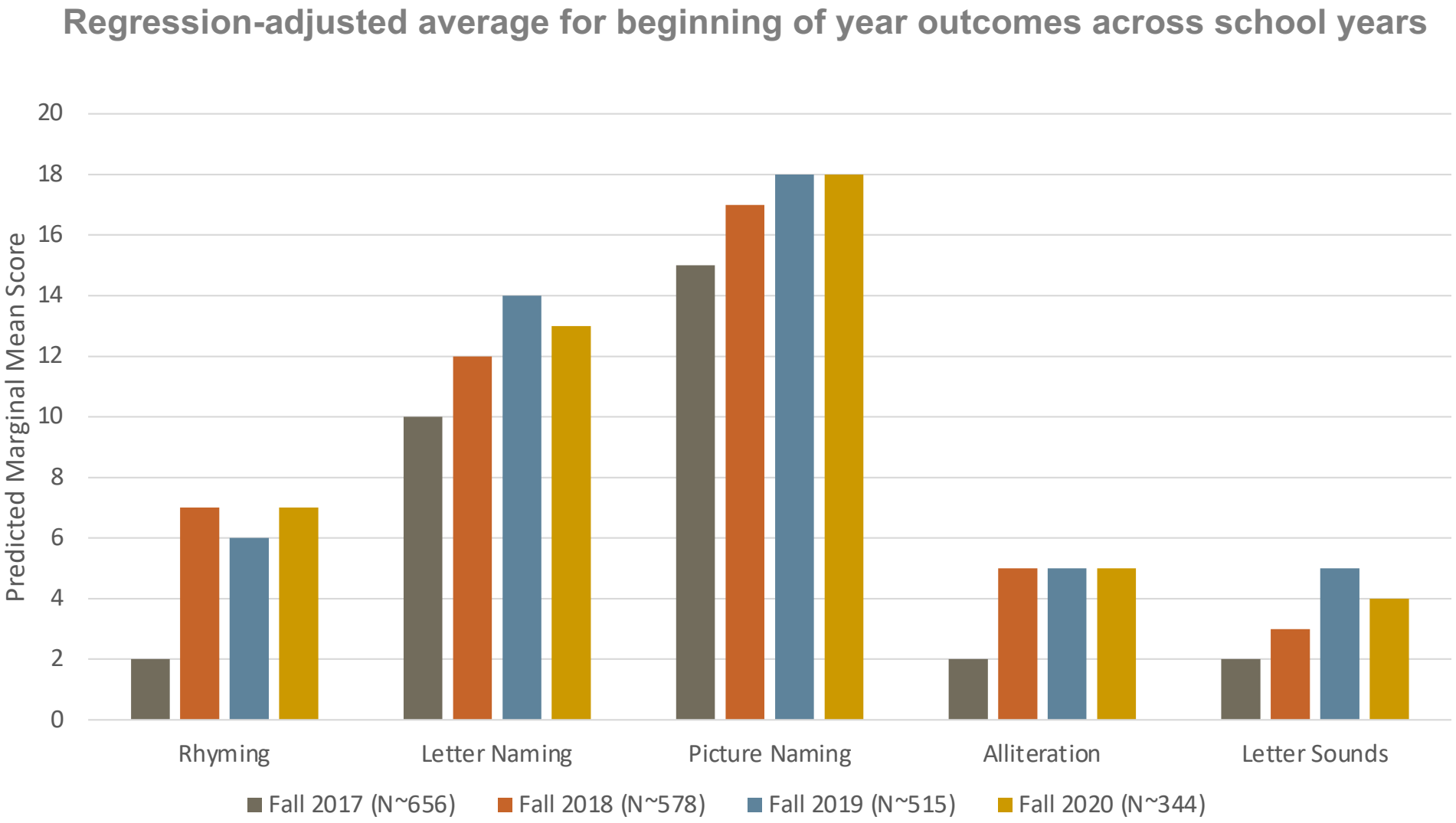
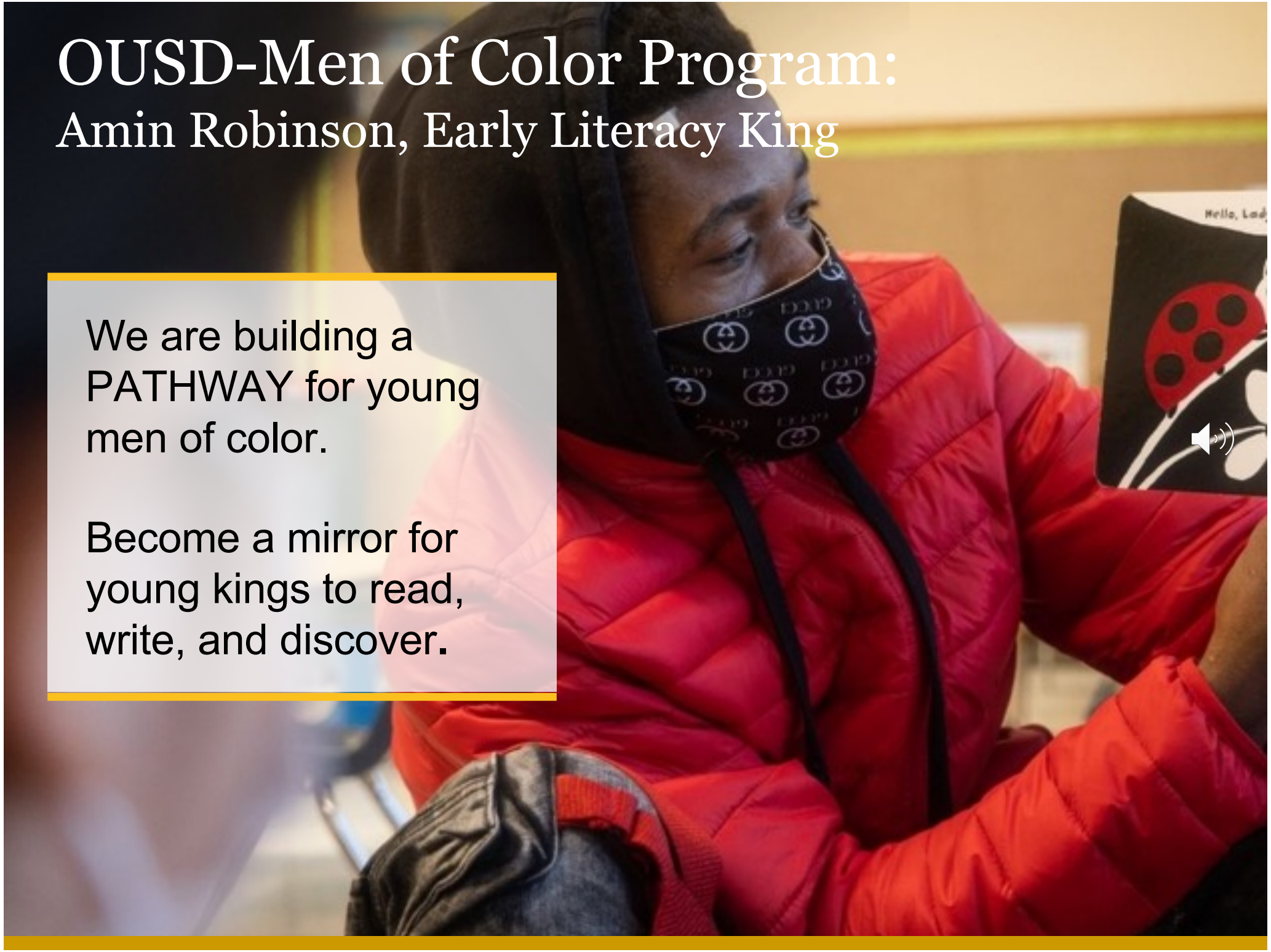
Program Effectiveness During Covid



Note: Hierarchical Linear Modeling models clustered at site and control for student language, attendance, race, and income.

OUSD-Men of Color Program:
Amin Robinson, Early Literacy King



We are building a PATHWAY for young men of color.

Become a mirror for young kings to read, write, and discover.

Community Strategy Council:
Rethinking the Table

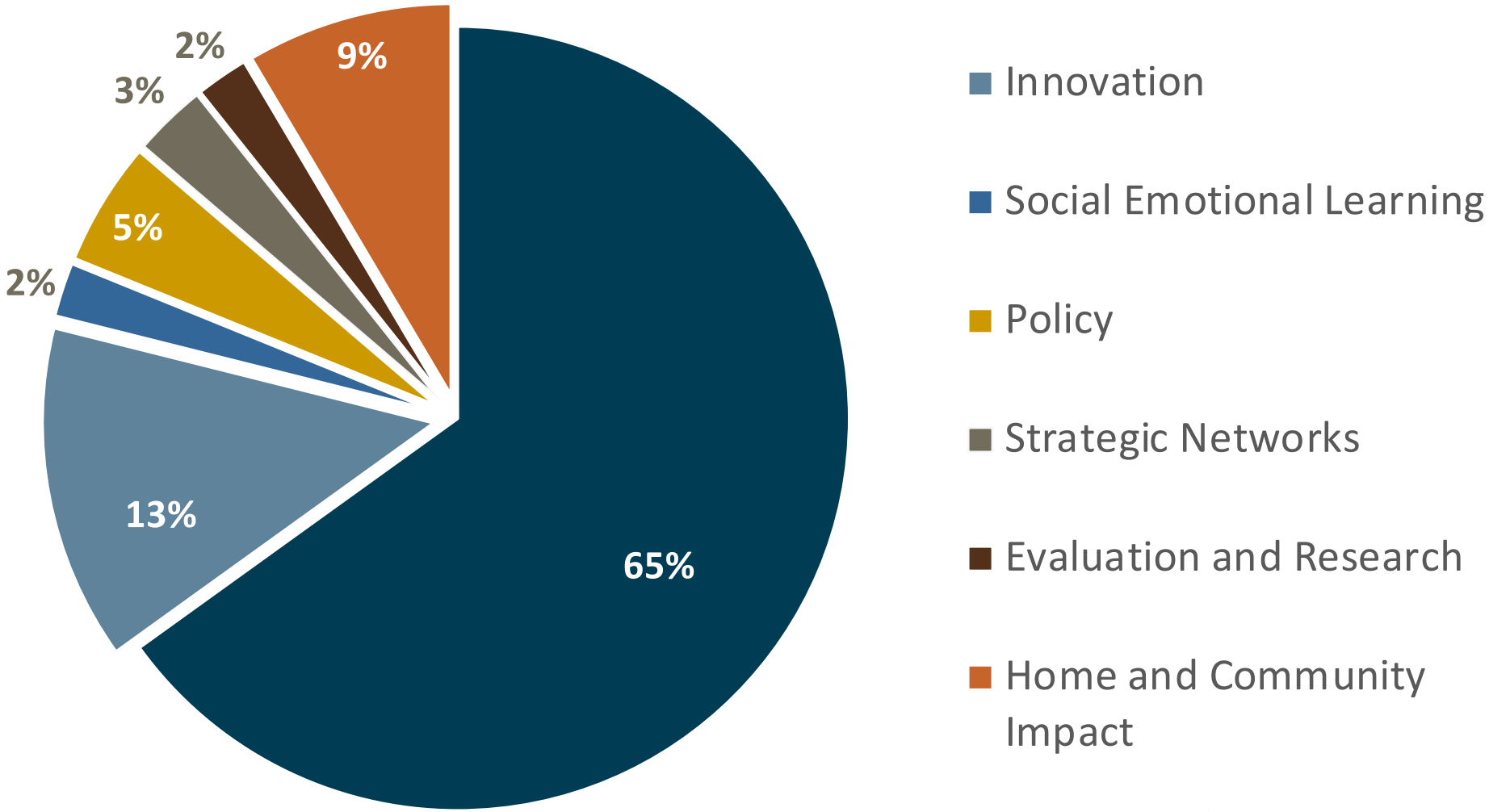
We believe people can solve their own problems.

Both the problems and solutions reside within communities and systems.

Power To The People

Population Effects:
Reaching Every Student in Oakland

Education Investment Portfolio 2021-2023



What are the challenges and barriers to changing the culture of an organization to become more focused on racial equity and liberation?

Discussion and Next Steps

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