A black and white photograph of two young children, a girl on the left and a boy on the right, both wearing denim overalls. They are looking down at a white, scalloped-edged toy in front of them. The background is a simple, light-colored wall.

# Ensuring P-5 Investments and Implementation Advance Equity

P5FS Webinar Series – Part 5

March 17, 2021



- Six-part series:
  1. Jan 13 – Introduction to Comprehensive Fiscal Strategies
  2. Jan 27 – Fiscal Strategies 1: Mapping & Modeling
  3. Feb 10 – Fiscal Strategies 2: Revenue Generation & Innovative Strategies
  4. March 3 – Governance and Shared Leadership Strategies
  - 5. March 17 – Ensuring P-5 Investments and Implementation Advance Equity**
  6. March 31 – Bonus case study webinar

Webinar recordings and slides available at:

[www.prenatal5fiscal.org/webinarseries](http://www.prenatal5fiscal.org/webinarseries)

# Agenda

- 01 Comprehensive Fiscal Analysis**
- 02 Equity Driven Community Strategies**
- 03 Equity Driven Investments: King County ParentChild+**
- 04 Next Steps**

**01**

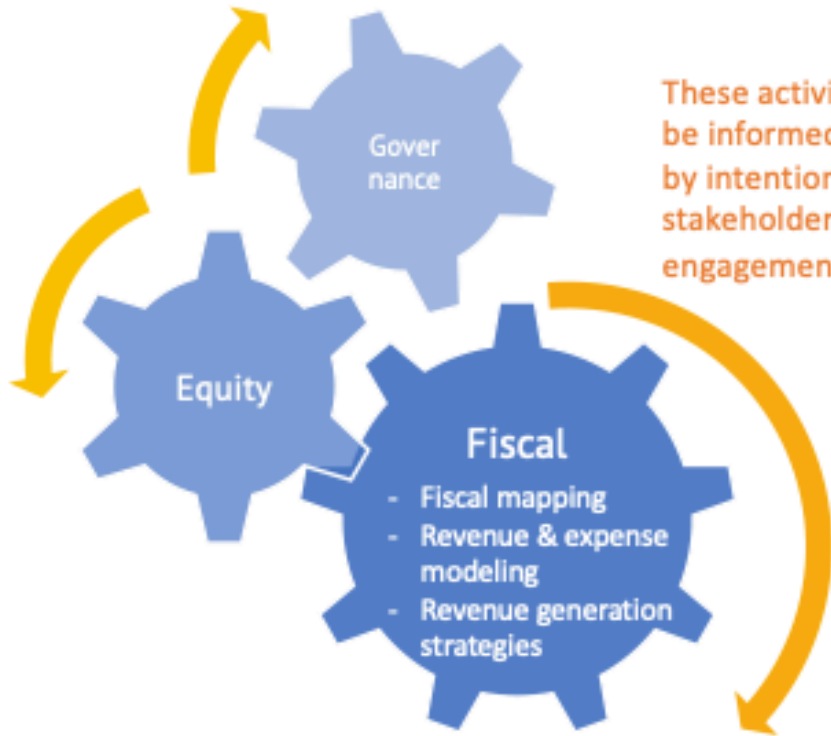
# **Comprehensive Fiscal Analysis: Embedding Equity**



# Comprehensive Approach

States and communities should make use of tools and resources to gather and analyze data to better understand their current system...

These activities should be informed and driven by intentional stakeholder engagement...



The results can inform and be utilized for a comprehensive fiscal approach that **increases funding, better aligns funding, and ensures efficient funding and governance structures...**

## Comprehensive Fiscal Approach

Policy – Program - Practice

All in service of a **comprehensive PN-5 system** that works for families, providers, businesses, and caregivers.



Engagement and Systems Change

Comprehensive Analysis

Vision for PN-5 System

## *A system that*

- works for all children and ensures that programming reaches and positively impacts those children farthest from opportunity.
- is fair to providers and supports their developing capacity for quality implementation;
- uses public resources wisely and efficiently, augmenting private resources from those families who can afford services.
- **acknowledges embedded societal inequities and implements changes to remediate inequity.**
- compensates the workforce at a level that allows for financial stability and acknowledges their significant impact on child development.
- supports the entirety of a child's experiences before entering kindergarten, including prenatal supports for expectant mothers.

## Poll: Equity Activities

In which activity are you furthest along in applying an equity lens?

- Investment decisions
- Funding administration
- Funding impact
- Disaggregating data on funded services
- None of the above

## Programmatic

- Organizations intentionally contribute to racial equity
- Applying a racial equity lens requires organizations to advance opportunities, fairness, access to resources and other factors
- Support individuals to understand their own values, beliefs, implicit biases, unconscious racism, and actions

## Systemic

- Work to dismantle federal, state, county and other system/structural laws and policies that limit economic and social mobility by race
- Create system and structural change that offers certain populations opportunities for advancement
- Shared leadership and collective power offers new and reconstituted systems of accountability for changes in response to racial inequity

**02**

# Equity Driven Community Strategies

# Local Approaches to Financing Early Childhood Services



## Financing Prenatal-to-Three Services Local Approaches



# Examples of Financing in Action

Community	Inequity/ Problem to Solve	Financing Vehicle	Expected Amount Raised	Services Provided
Kent County, MI	Gap analysis showed school readiness disparities	Property Tax (Millage) – <b>decided by voters</b> \$0.25 for every \$1,000 on taxable value (e.g. for home value of \$300,000 the annual tax is \$37.50)	<ul style="list-style-type: none"> <li>\$5.7M annually (\$34.3M over 6 years)</li> <li>Spans 2018 -2024</li> </ul>	<ul style="list-style-type: none"> <li>Children’s health</li> <li>Developmental screening, referrals/ connection to services</li> <li>Enhance quality of early learning</li> <li>Navigation services</li> </ul>
Mecklenburg County, NC	City of Charlotte ranked 50 out of 50 on the measure of “intergenerational economic mobility”	Property Tax <b>decided by Board of County Commissioners</b> - raised property tax rate by three-quarter of a penny (81.57 cents for \$100 to 82.32 cents per \$100)  Additional \$6M Allocation by Board of County Commissioners	<ul style="list-style-type: none"> <li>Property Tax in FY19 raised \$9M +\$6M allocation = \$15M</li> <li>FY20 budget increased allocation by \$21M so a total of \$36.9M</li> </ul> <p>*to span 6 years</p>	<ul style="list-style-type: none"> <li>child care assistance for children under five</li> <li>public pre-k</li> </ul> <p>*\$14M of the additional \$21M to eliminate the child care waitlist</p>

**03**

## **Equity Driven Investment**



# Best Starts for Kids Home-Based Services

March 17, 2021



King County

Best Starts for  
**KIDS**



# —● STRATEGIES AND INVESTMENTS



**Investing Early (P-5)** 50% of levy investments

**Sustaining the Gain (5-24)** 35% of levy investments

**Healthy Communities** 10% of levy investments

**Data and Evaluation** 5% of levy investments

**6-year levy**

Jan 2016 - Dec 2021

**\$387 million**

Invested across  
King County

**281**

Community  
partners

**483**

New and  
Continuing programs

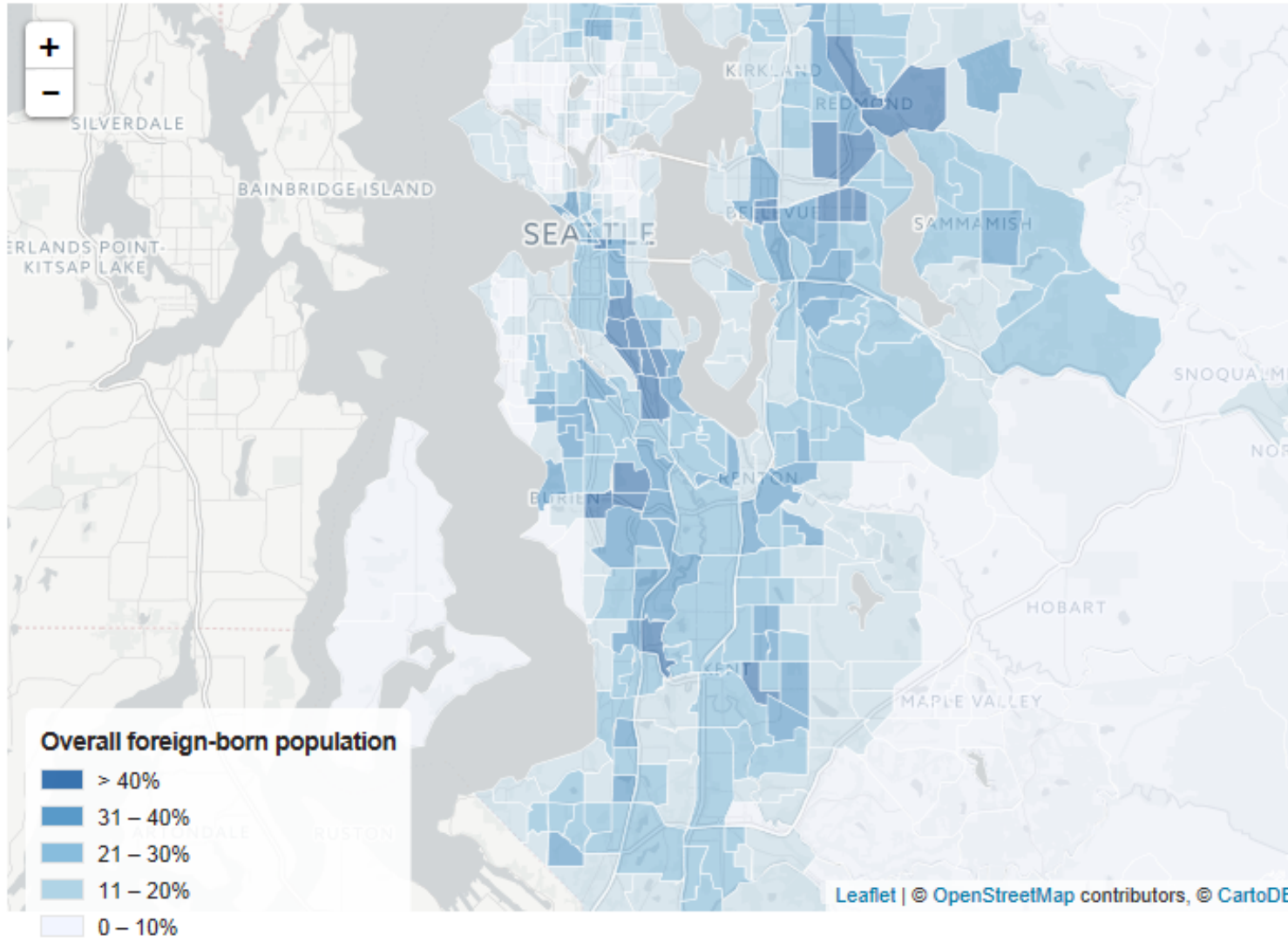
# ● CHILDREN AND YOUTH ADVISORY BOARD AND EQUITY STATEMENT

- Equity is an ardent journey toward well-being as defined by the affected
- Equity is disruptive and uncomfortable and not voluntary
- Equity is fundamental to the community we want to build

[Full statement can be found here.](#)



# KING COUNTY'S COMMUNITIES



**1 in 5** residents of King County were born outside the United States (ACS 2014)

In 2000, **15.4%** of our residents were born outside of US. As of 2018, this had grown to **23.5%** (King County Demographics 2020)

**170** different languages and dialects are spoken in King County (ACS 2014)

**50%** of growth since 2000 in King County is from Africa, Asia, Eastern Europe, and Latin America (ACS 2014)



# ● DISPARITIES & STRENGTHS IN KING COUNTY COMMUNITIES

## Addressing Systemic Disparities

- Latinx communities were 1.2 times more likely to receive no/late prenatal care than the King County average.
- American Indian/Alaska Native and Black/African American infants had an infant mortality rate at least twice as high as the King County average.
- Black/African American infants are 1.4 times more likely to have low birth weight than the King County average.

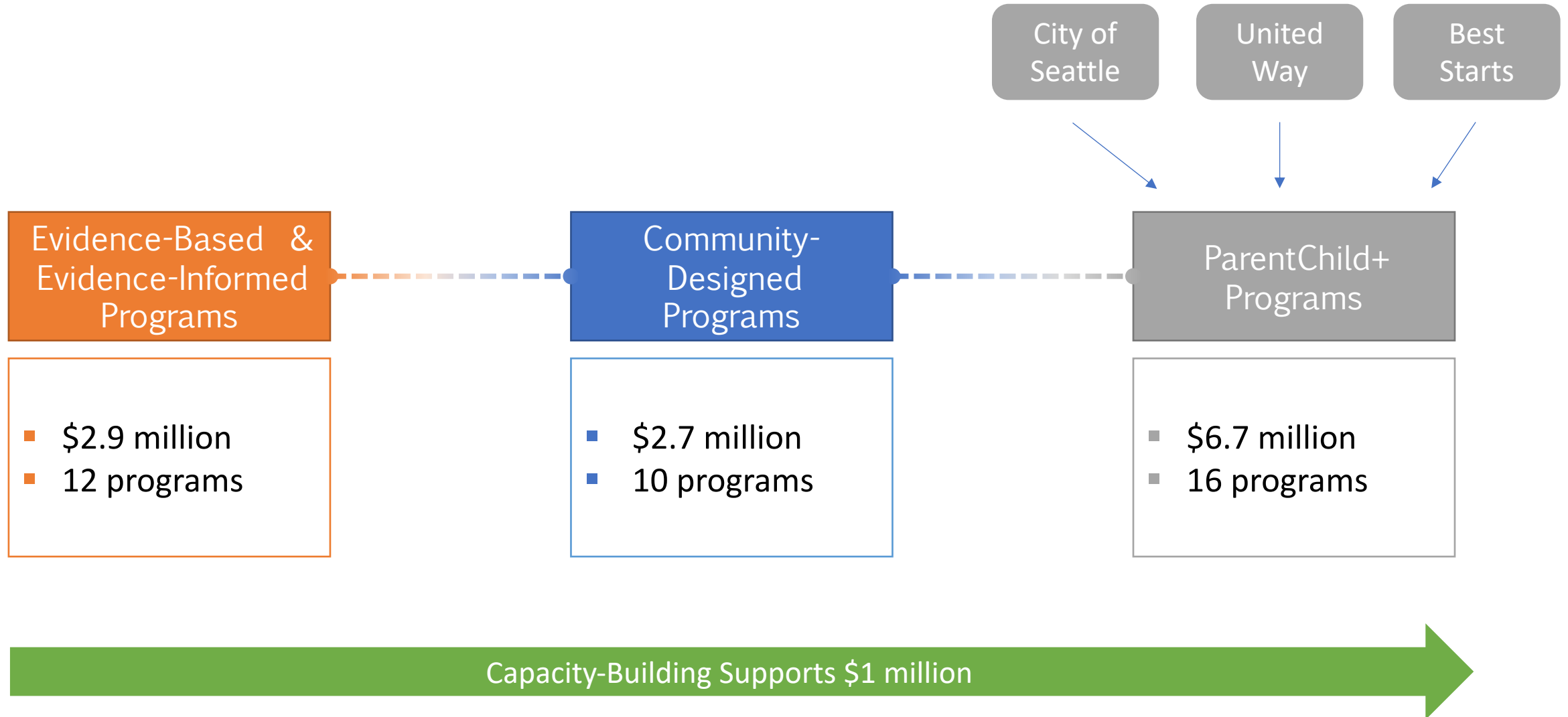
## Building on Community Strengths

- American Indian/Alaska Native families reported the highest rates of emotional support compared to King County families.
- Communities of color reported high rates of storytelling/singing to their child everyday, with American Indian/Alaska Native reporting the highest at 90%.
- Latinx communities have some of King County's highest rates of breastfeeding at 6 months.

*“Culturally we would like to say we are doing well. We are ‘overcomers,’ it doesn’t matter how hard things are ‘we are doing well.’”*

*—African American Community Café Participant*

# HOME-BASED SERVICES STRATEGY OVERVIEW



# FUNDING APPROACH

- 1** Prioritized funding small culturally based community organizations
- 2** Acknowledged that a historical underinvestment in BIPOC-lead organizations has impacted their ability to build infrastructure and sustainability
- 3** Funded intensive culturally responsive and equity-informed capacity-building supports

# IMPLEMENTATION & INVESTMENT STRATEGIES

## Request for Proposals & Selection Process

- Provided free technical assistance for application submission
- Prioritized selecting small organizations deeply embedded in community in RFP and selection process
- Shifted discourse from “cost per family” to “what does an organization need to serve families?”
- Budgeting Exercise
- Adjusted caseload requirements across all programs in initial selection process and re-evaluated and reduced again in the renewal processes
- Communicated desire to not reduce staffing levels at agency level

# IMPLEMENTATION STRATEGIES

## Ongoing Investment in Capacity-Building Supports

- Funded model-specific technical assistance
- Provided ongoing data-focused capacity-building
- Partnership supported small grants to BIPOC-lead organizations through public-private partnership
- Provided free reflective consultation to organizations

# Diverse Organizations

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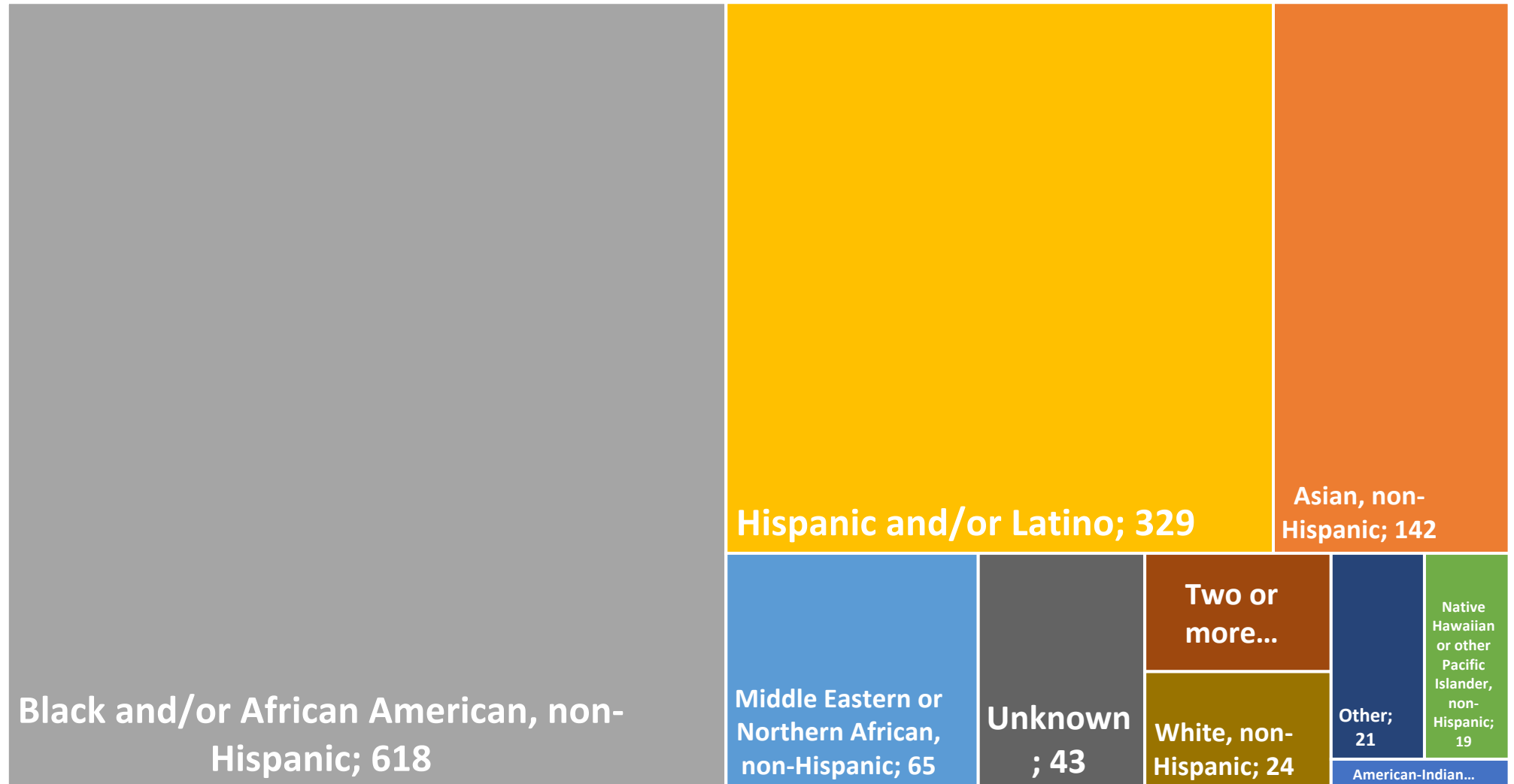
Agency	Focus Population (in contract)	Area within County
Congolese Integration Network	Congolese Immigrants/Refugees	All of King
Horn of Africa	East African Families	Seattle/South King
InterCultural Children and Family Services	African American Families, Native American/Alaskan Native Families	Seattle/South King
Iraqi Community Center	Arabic Speaking Families	Kent
SEYFS	African American, African Immigrant & Southeast Asian	Seattle, South King
Voices of Tomorrow	East African Families	Seattle/South King
West African Community Council	West African Families	Seattle/South King



# ParentChild+

**Jan 1-  
June 30, 2020**

- **1,291** children served in King County



# ParentChild+ families speak over 50 languages

Art by Norma Maldonado, Site  
Coordinator @  
Children's Home Society of  
Washington





Our early learning specialists are hired from within the community, making them uniquely suited to understand the culture and language of the diverse families with whom they work.

71% of WA ParentChild+ staff speak two or more languages

## Reflection

### **Funding through an equity lens supports:**

- New and community-based organizations
- Engagement of diverse workforce
- Reframe investing in ECE workforce

# 04

## Next Steps

Review resources on our website:  
[www.prenatal5fiscal.org](http://www.prenatal5fiscal.org)

Webinar slides and recording will be posted shortly

Join us on March 31 for Part 6!

- Please complete input survey to help plan the final webinar





# Thank you!



**P5**  
Fiscal  
Strategies

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