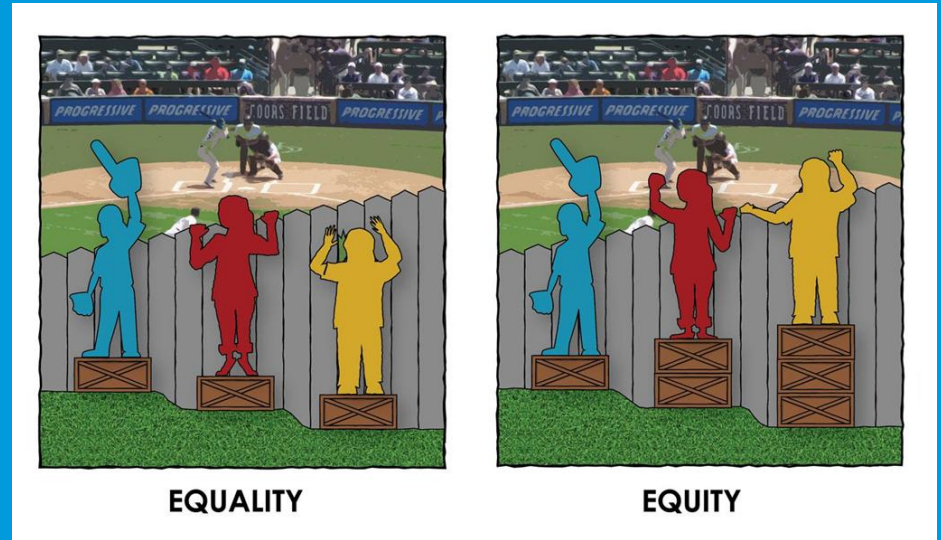


Equity: in early care and education settings

Audra Bishop MA,
Youth and Young Adult Section Manager, CDPHE



Level-Setting

*“**Health equity** is when all people, regardless of who they are or what they believe, have the opportunity to attain their full health potential. Achieving health equity requires valuing all people equally with focused and ongoing efforts to address inequalities.”*

Office of Health Equity
Colorado Department of Public Health and Environment

“Equity means every child receives **what they need** to develop to their full academic and social potential”

National Equity Project's Definition of Equity

Why does the
concept of equity
tend to be so *hard*?



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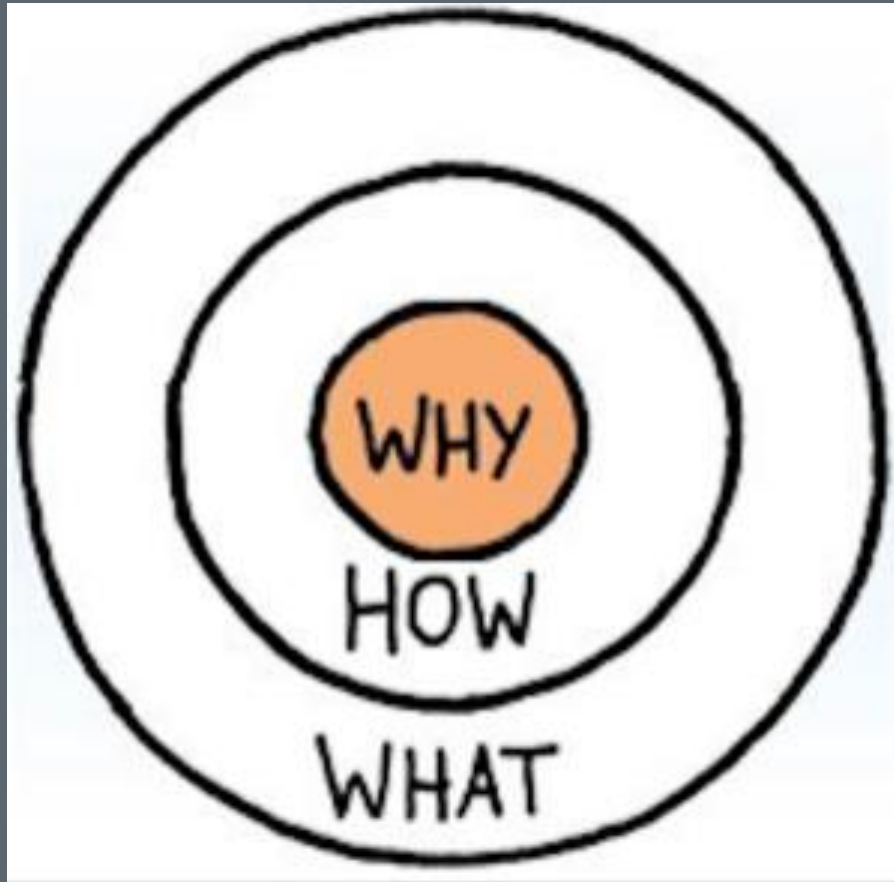
So what do we DO?

THE “PRE-WORK” IS

YOU



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[Video: What Vs Why](#)

image source: goodmenproject.com

Now, *HOW?*

Taking Action





TALK TO OLD PEOPLE

THEY KNOW
COOL STUFF
YOU DON'T

TALK TO YOUNG PEOPLE

THEY KNOW
COOL STUFF
YOU DON'T



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**WHERE,
OH WHERE?**



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What does it mean to **address equity**?

- **Removing** predictability that is currently associated with social or cultural factors
- **Creating** inclusive environments, interrupting inequitable practices and addressing biases
- **Nurturing** the strengths, interests and talents of all

adapted from National Equity Project's webinar



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Spheres of Influence

(Socio-Ecological Model)

Socio-Ecological Model



Taking Action

- 
- 1) Children have access to developmental opportunities that are meaningful and relevant
 - 1) Parents & Staff are *AUTHENTICALLY* engaged
 - 1) Organizations examining and shifting hiring and capacity building practices
 - 1) Communities are connected and leverage resources through multi-sector networking opportunities
 - 1) Needs and Changes are collected and evaluated and demonstrate decreasing inequities

TIME TO TAKE ACTION

- Think about your current strategies?
- Are there any gaps across the Spheres of Influence?
- What 1-2 strategies did you hear today that could be feasible for your work?
- What are 2-3 “next steps” for moving those strategies into action?



QUESTIONS? REACH OUT!

Audra Bishop
audra.bishop@state.co.us



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