



**Race Equity and Inclusion for Results Cohort:
Advancing Race Equity and Inclusion to Accelerate Results Work in Racine County**

Higher Expectations and StriveTogether are collaborating to support an intensive experiential learning opportunity for leaders and practitioners across Racine County to develop, refine, and implement action plans to advance race equity to accelerate results from cradle to career. The program is designed for five or six teams of leaders and practitioners to identify and address barriers to advancing racial equity to support the success of every child, cradle to career.

Each team of five or six leaders will learn and apply skills and competencies of results-based leadership to develop and implementation action plans to advance equity in the context of a particular result (e.g. improving kindergarten readiness or reducing unemployment). Integral to developing and implementing these action plans will be the engagement of community leaders and stakeholders who are not typically involved in decision-making (e.g. Hispanic/Latino groups, families, or students). Additionally, all plans will need to include a combination of universal and targeted strategies that are specifically developed for particular populations with input and involvement from those populations.

Desired Results:

Leaders and practitioners in Racine County will:

- Identify and analyze the root causes of racial inequities along the cradle to career continuum
- Establish shared values and a common understanding of race, class, and culture
- Make enhanced contributions in role to eliminate disparities and improve outcomes
- Build capacity as teams to advance race equity and inclusion to accelerate results
- Realize demonstrable progress towards goals for advancing race equity and inclusion to eliminate disparities and improve outcomes

Arc of Learning and Application:

Learning Session 1: Launching an Accelerated Journey Towards Results (March 20-21)

Participant teams will clarify their roles related to the results, deepen their understanding of race, equity, and inclusion lenses, create team action plans for achieving population-level results and closing gaps and set action commitments to accelerate results. Teams will be expected to engage community stakeholders not typically involved in decision-making between sessions.

Benchmarks:

- *Teams clarify their authority and role related to their shared results*
- *Teams jumpstart the development of their action plans and have draft components of an A3 action plan*
- *Teams make action commitments to validate factors*
- *Teams make action commitments to test a small strategy aligned to a priority factor*

Learning Session 2: Strengthening Strategies to Advance Race, Equity & Inclusion (May 1-2)

Participant teams will refine action plans based on progress and peer feedback, strengthen their competencies to address disparities and contribute to system-level changes to advance equity, and explore how to navigate conflict and create high-trust relationships to align partners to be accountable for results and eliminating disparities.

Benchmarks:

- *Teams refine their A3 action plan based on actions taken between sessions and new insights from critical peer feedback*
- *Teams reflect on their orientation to conflict and make commitments to “turn up the heat” to accelerate results*
- *Teams review current strategies from an implicit bias perspective and make commitments to mobilize partners to shift contributions*

Session 3: Moving Toward Scope, Scale, and Sustainability (June 22-23)

Participant teams will refine and strengthen their action plans by addressing leverage points needed to sustainably change behaviors, practices, and policies to address structural barriers and eliminate disparities, reflect on their progress and development as results-based leaders and commit to deepening their contributions in role to eliminating disparities and improving outcomes.

Benchmarks:

- *Teams have made demonstrable improvements on their focal result (e.g. strategy shifts to balance universal and targeted strategies, aligned partners and resources)*
- *Teams make action commitments to broaden reach to achieve population-level results within their communities*