

REDI & SEW Implementation Plan

How to Review this Plan

This REDI & SEW integrated implementation plan presentation describes the history, context, and core structural features of The Children's Trust's *Racial Equity, Diversity and Inclusion* (REDI) and *Social Emotional Wellness* (SEW) initiative. This plan will be maintained and updated by the REDI and SEW core committee to reflect the evolution of the initiative.

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The Children's Trust Vision and Mission

Vision: The Children's Trust envisions a community that works together to provide the essential foundations to enable children to achieve their full potential.

Mission: The Children's Trust partners with the community to plan, advocate for and fund strategic investments that improve the lives of all children and families in Miami-Dade County.

Efforts within the REDI & SEW initiative are not separate from the vision or mission of The Trust, but rather REDI & SEW are meant to be part of the fabric of the organization to help accomplish the Trust's overall vision and mission.

Purpose and Strategy of REDI & SEW

Problem: Structural injustices (including historical) exist and inhibit children and families in Miami Dade County from reaching their true potential.

Intervention:

- Promoting racial equity, diversity, and inclusion (REDI) throughout The Children's Trust's ecosystem supported by a SEW framework and continuous learning and quality improvement approach.
- The way we understand ourselves impacts our wellbeing and how we relate to others.
- Strong relational and communication skills allow us to expand our perspectives, challenge biases, navigate difficult conversations, and hold ourselves and others accountable for actions.

Action: Together, REDI and SEW set the stage for continuous learning and quality improvement for the various players in The Children's Trust ecosystem to help improve the lives of children and families in Miami-Dade County.

The Children's Trust Ecosystem

The REDI & SEW Implementation Plan is intended to impact the entire Trust ecosystem, which consists of:

- The Children's Trust Board of Directors
- Trust Staff
- Trust Funded Providers
- Participants in the funded programs
- Other Local funders (Paradise Found Network)
- Community

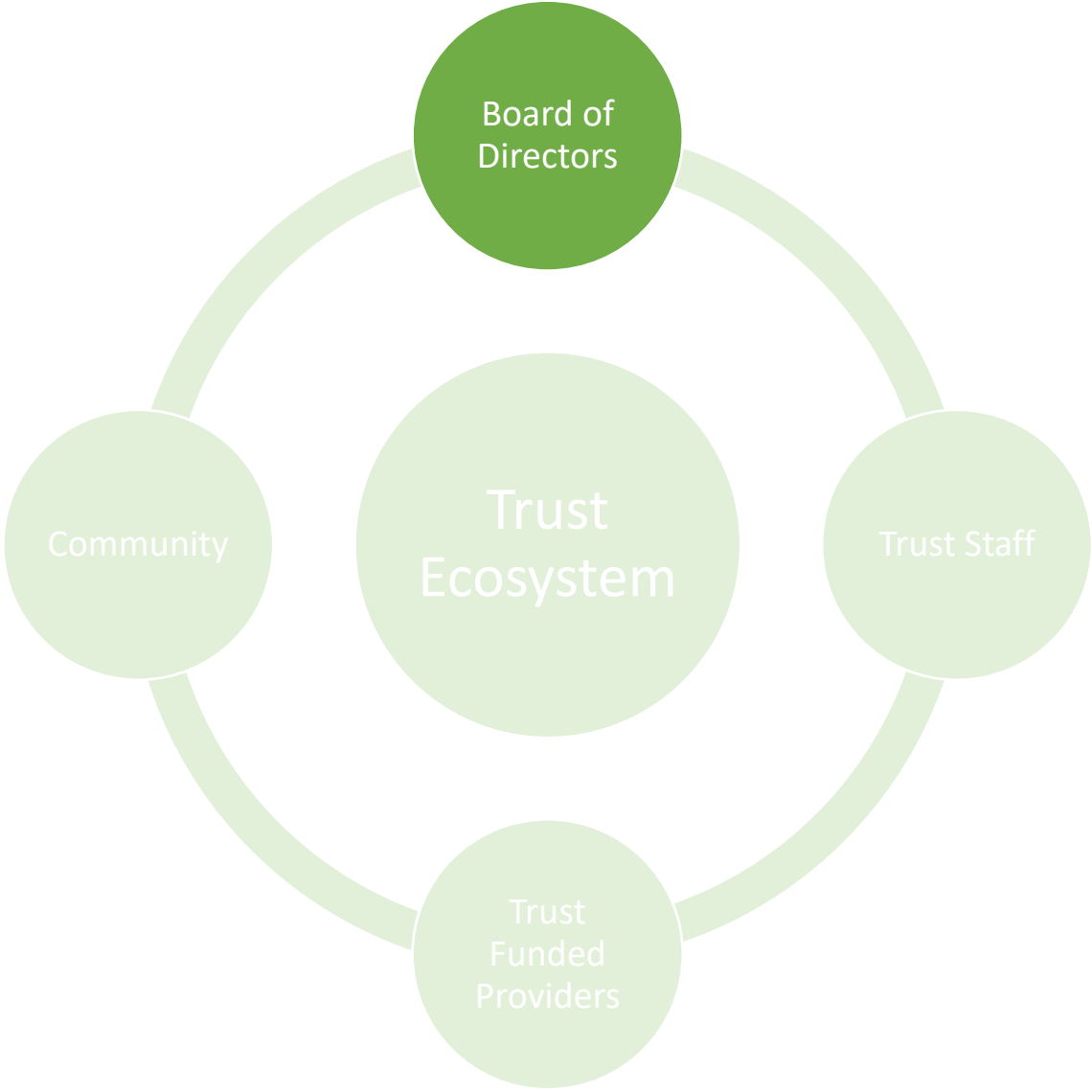


The Children's Trust Ecosystem

(Stakeholders)

Board of Directors

- Executive Committee
- Program Services & Childhood Health Committee
- Finance and Operations Committee
- Human Resources Committee
- Adhoc Committee for racial equity and social justice



The Children's Trust Ecosystem

(Stakeholders)

Trust Staff (why are we listing the departments?)

- Administration
- Communications
- Continuous Learning & Quality Improvement
- Data and IT
- Finance & Accounting
- Human Resources
- Operations
- Programs
- Public Policy & Community Engagement
- Research and Evaluation

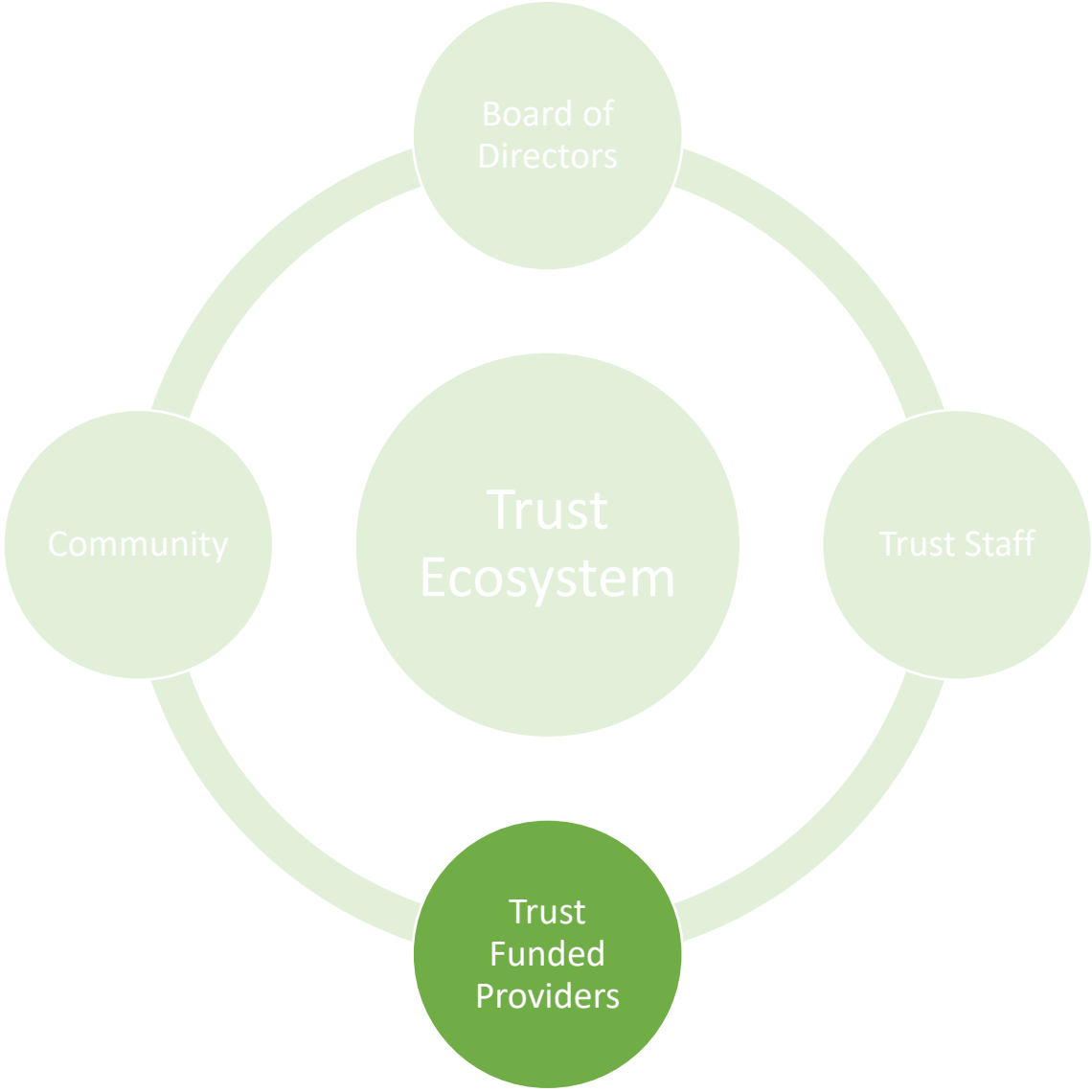


The Children's Trust Ecosystem

(Stakeholders)

Providers

- Community Awareness & Advocacy
- Early Childhood
- Family & Neighborhood Supports
- Health and Wellness
- Parenting
- Programs and Professional Development
- Special Populations
- Youth Development



The Children's Trust Ecosystem

(Stakeholders)

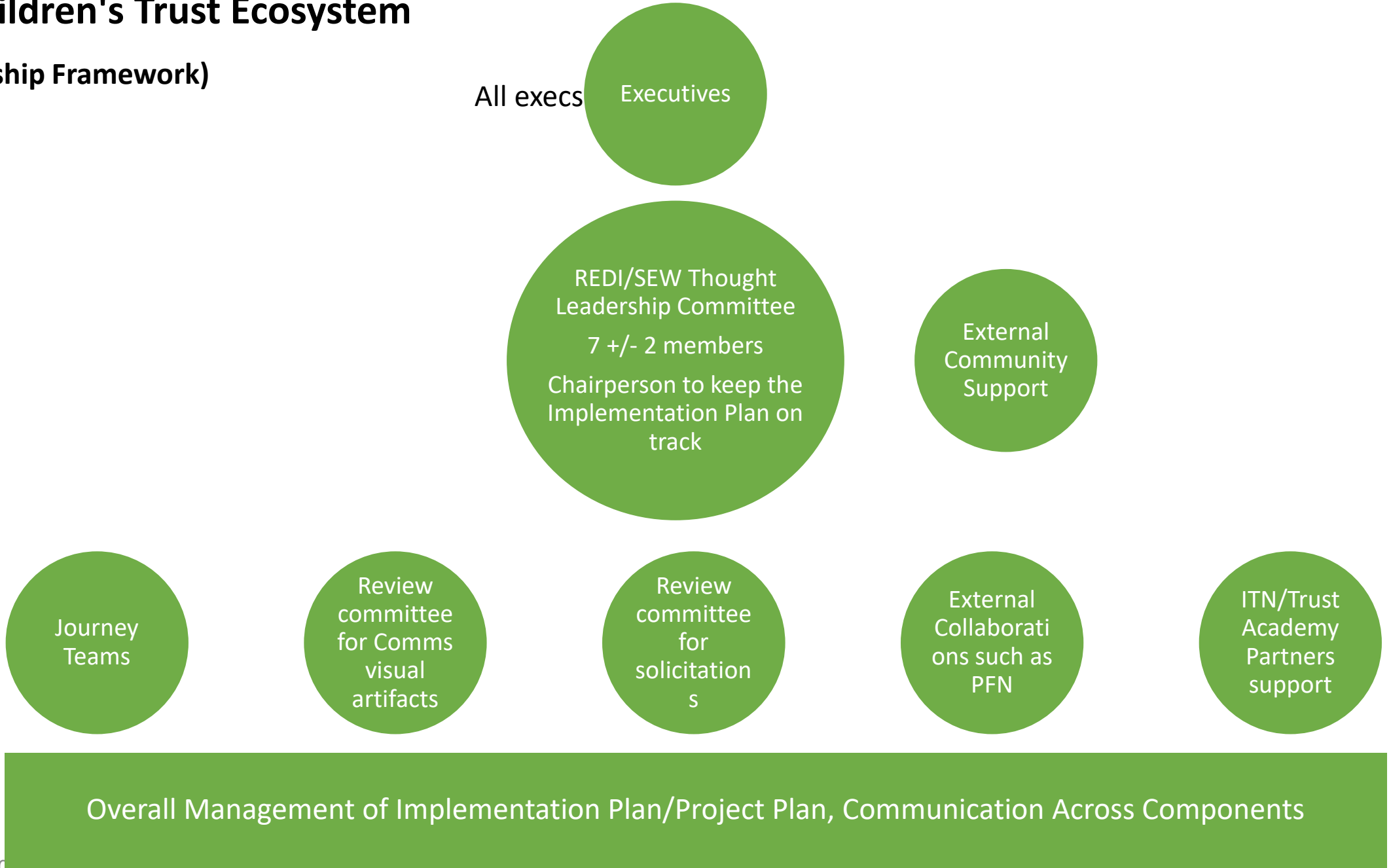
Community

- Children and Families receiving direct services
- Children and Families receiving indirect services
- Paradise Found Network
- Non-funded agencies
- Institutions (schools, corporations, non-profits, faith based, government)



The Children's Trust Ecosystem

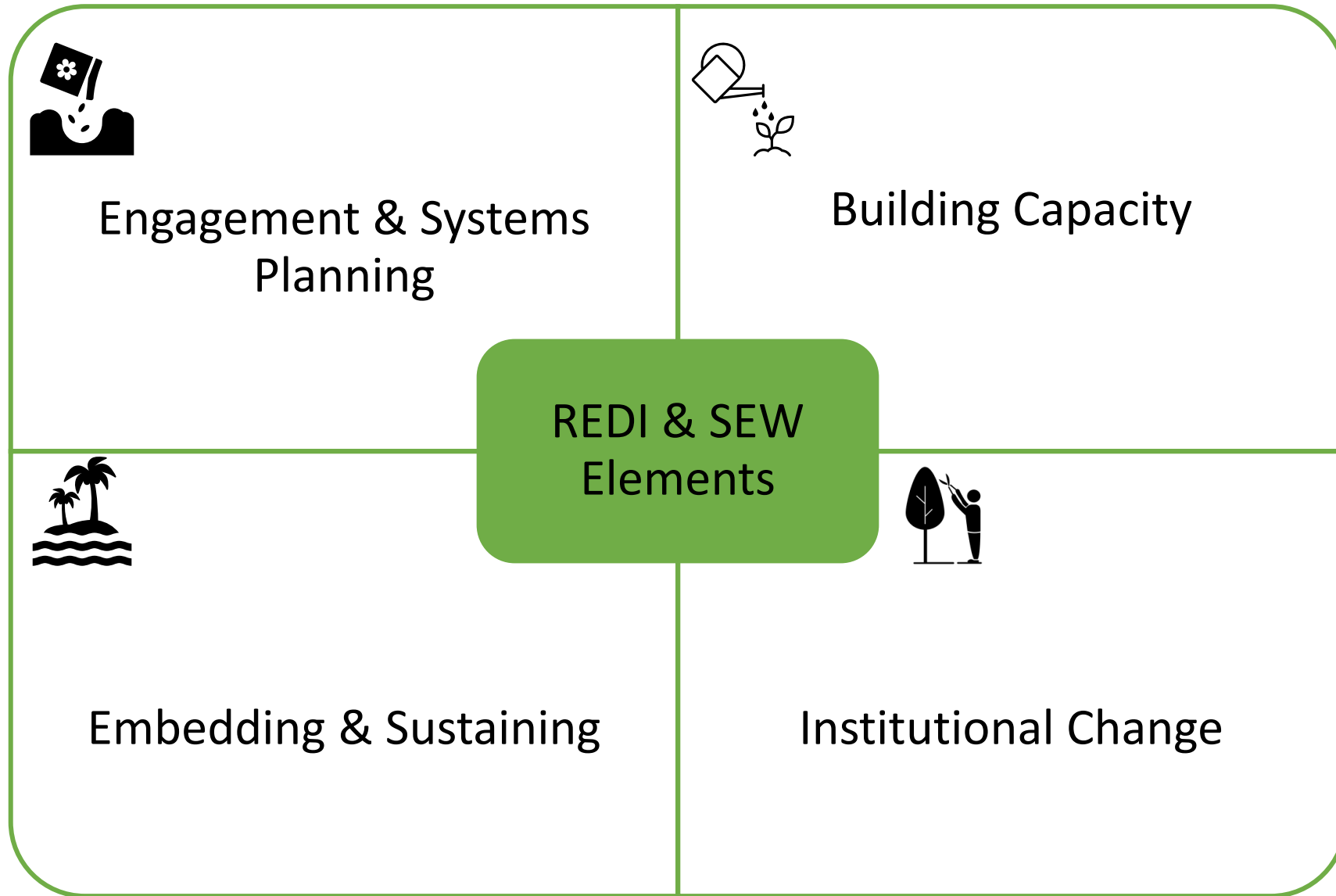
(Leadership Framework)



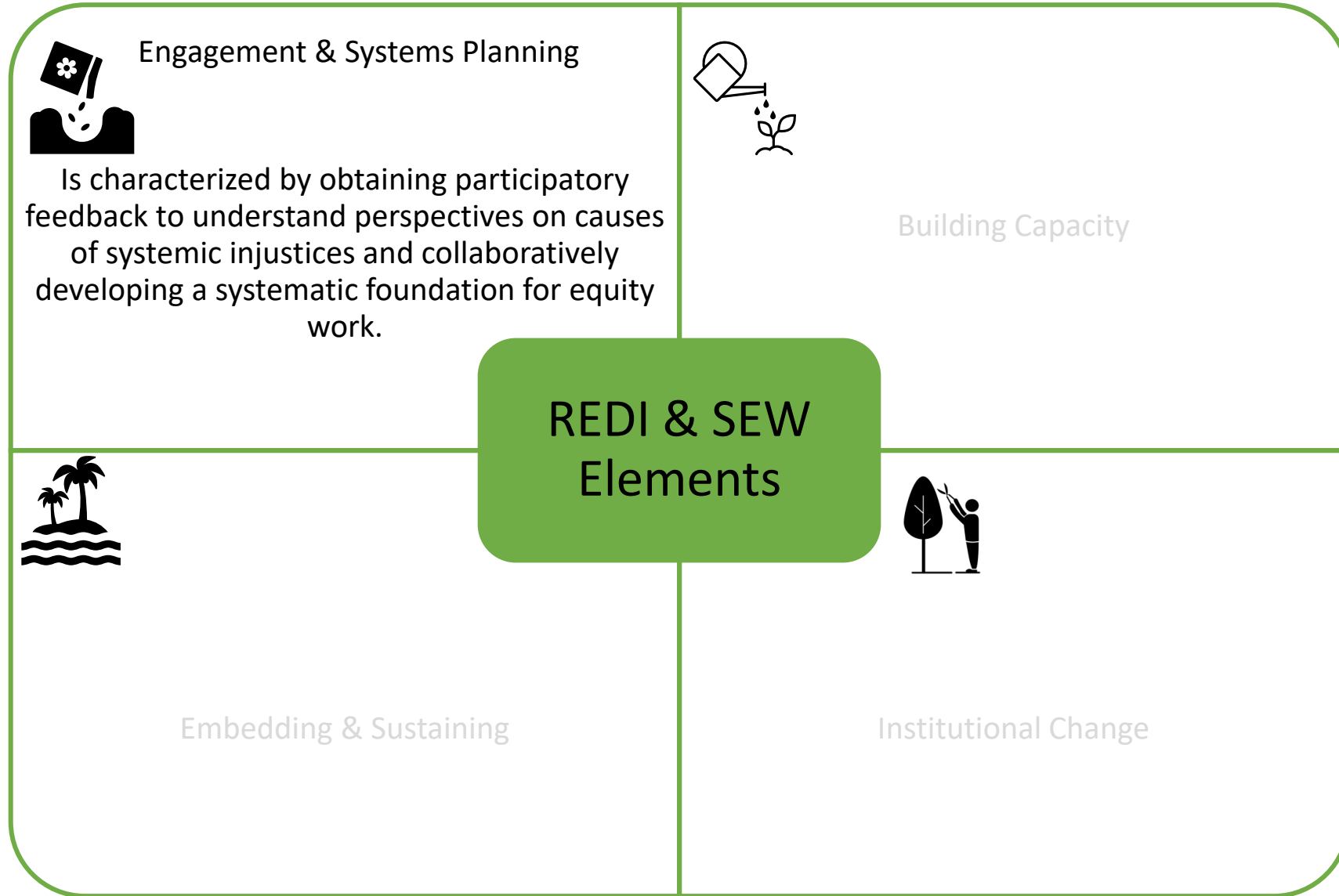
Implementation Plan Elements

There are four elements of implementation that collectively work together to promote REDI/SEW throughout the Trust ecosystem.

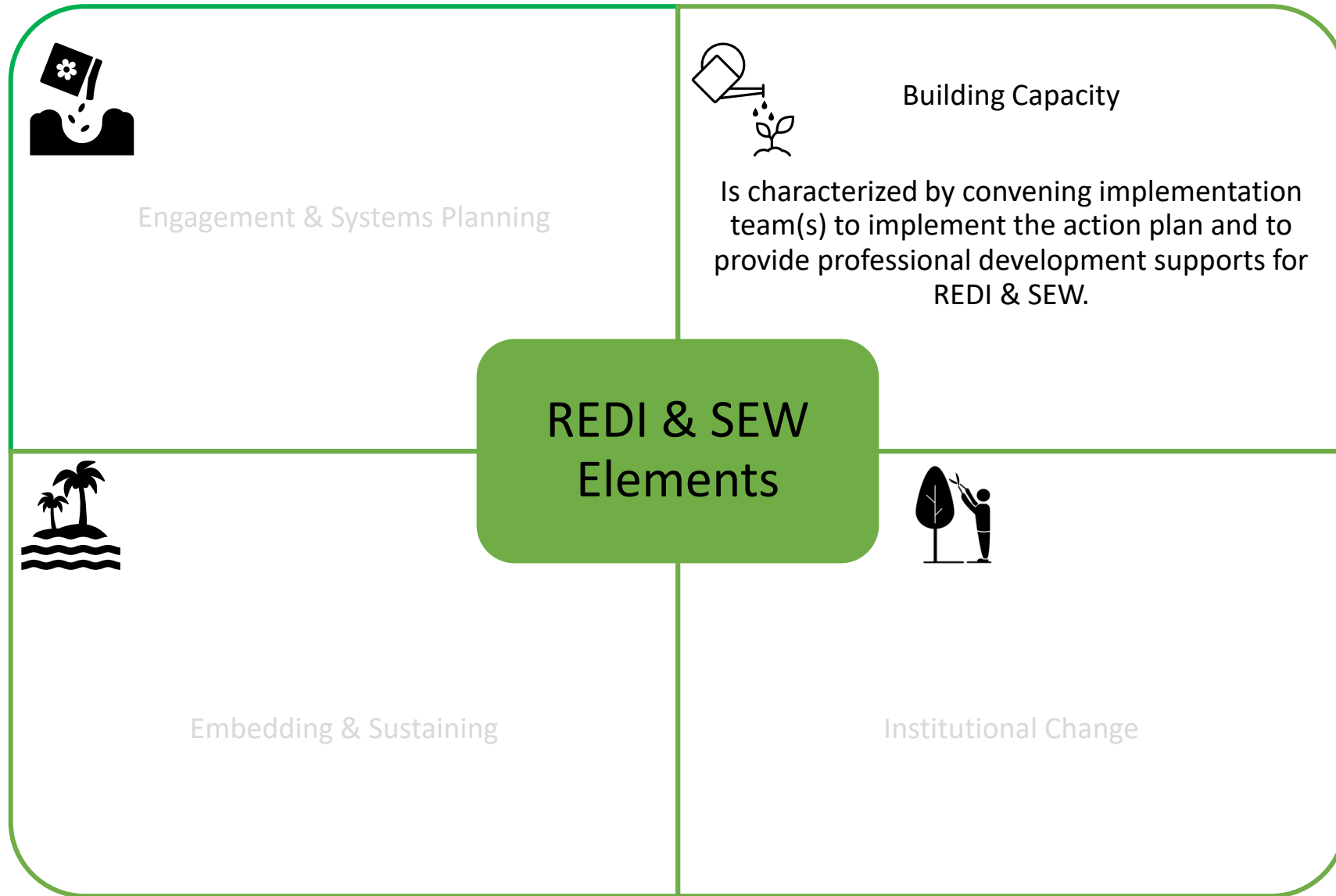
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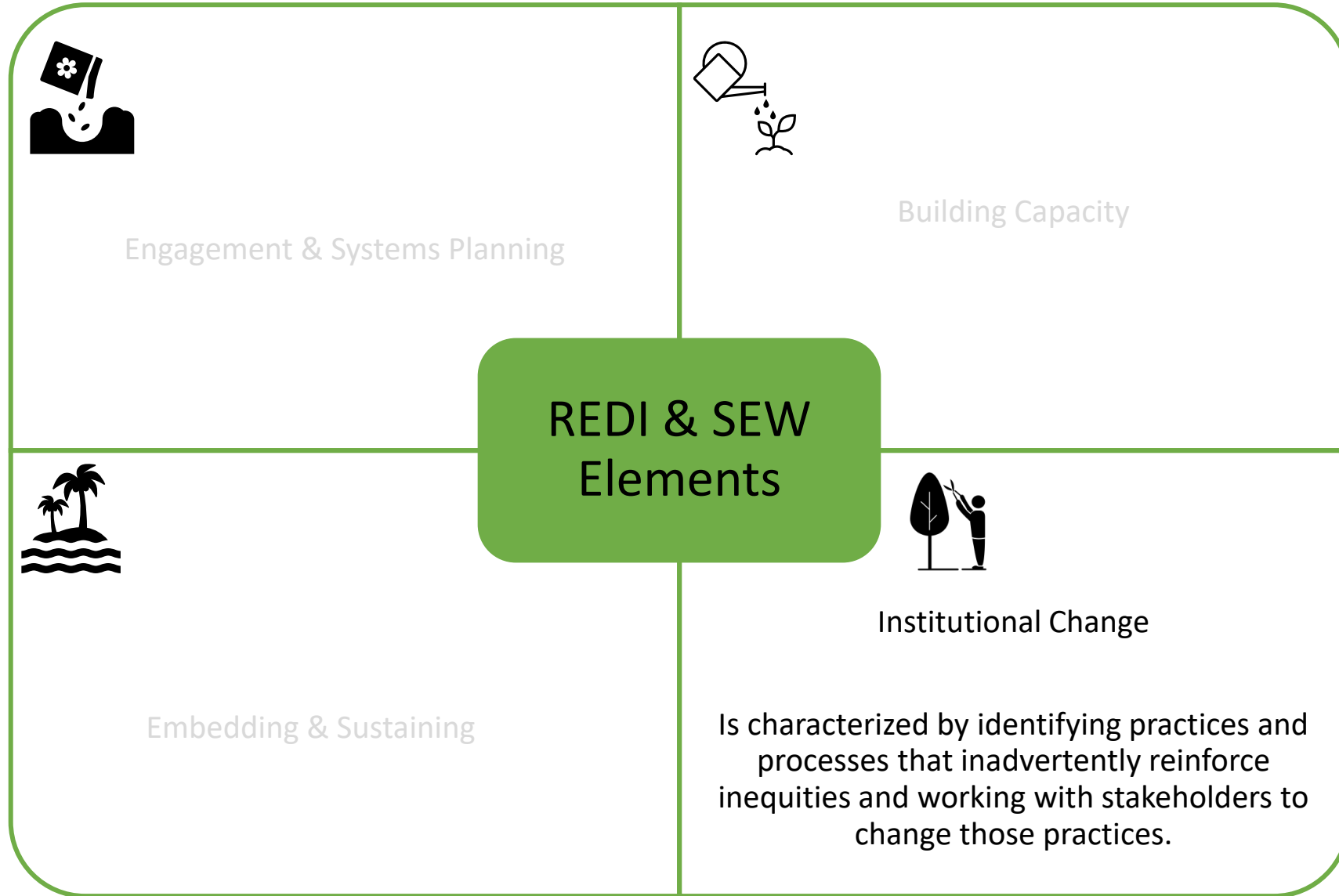
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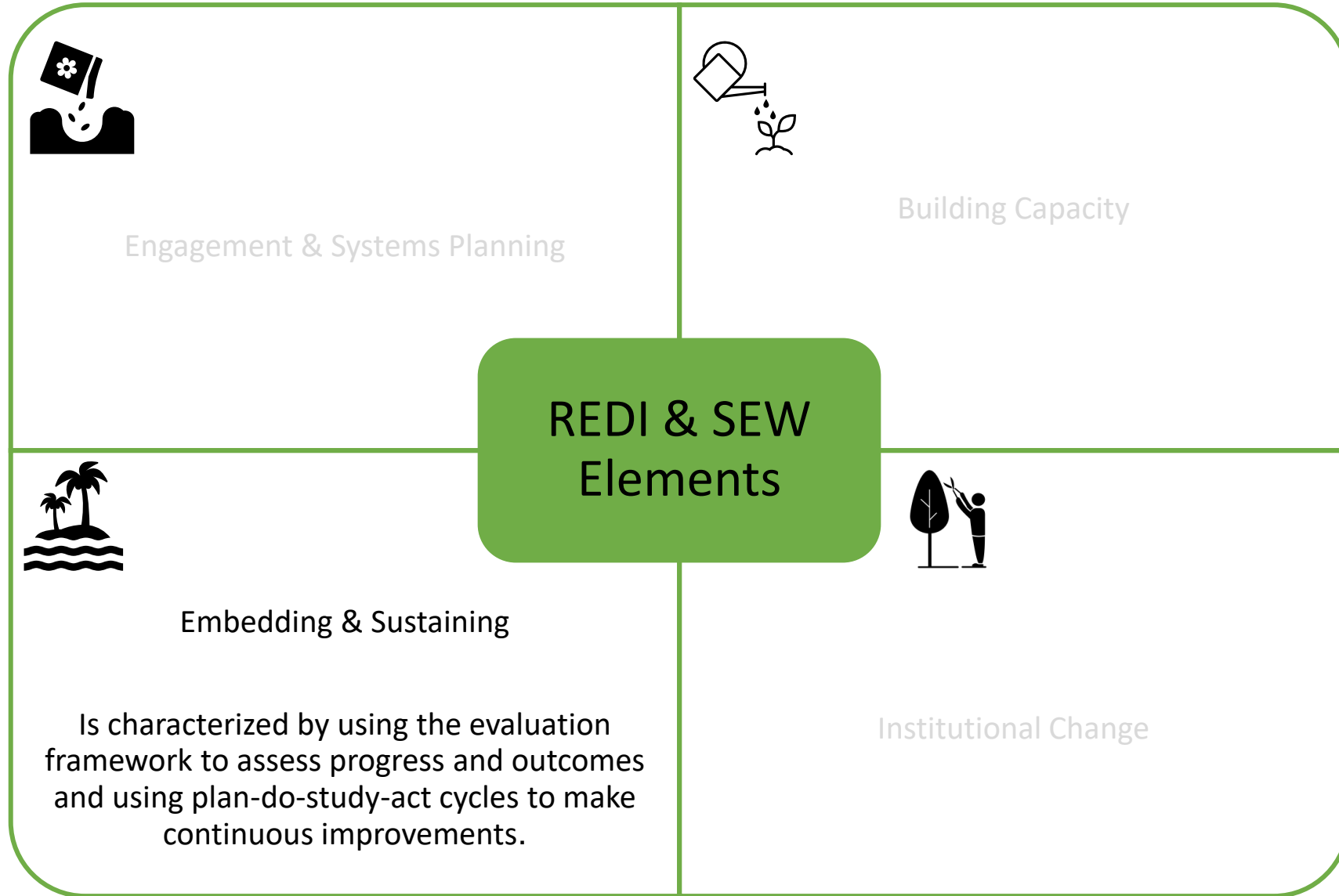
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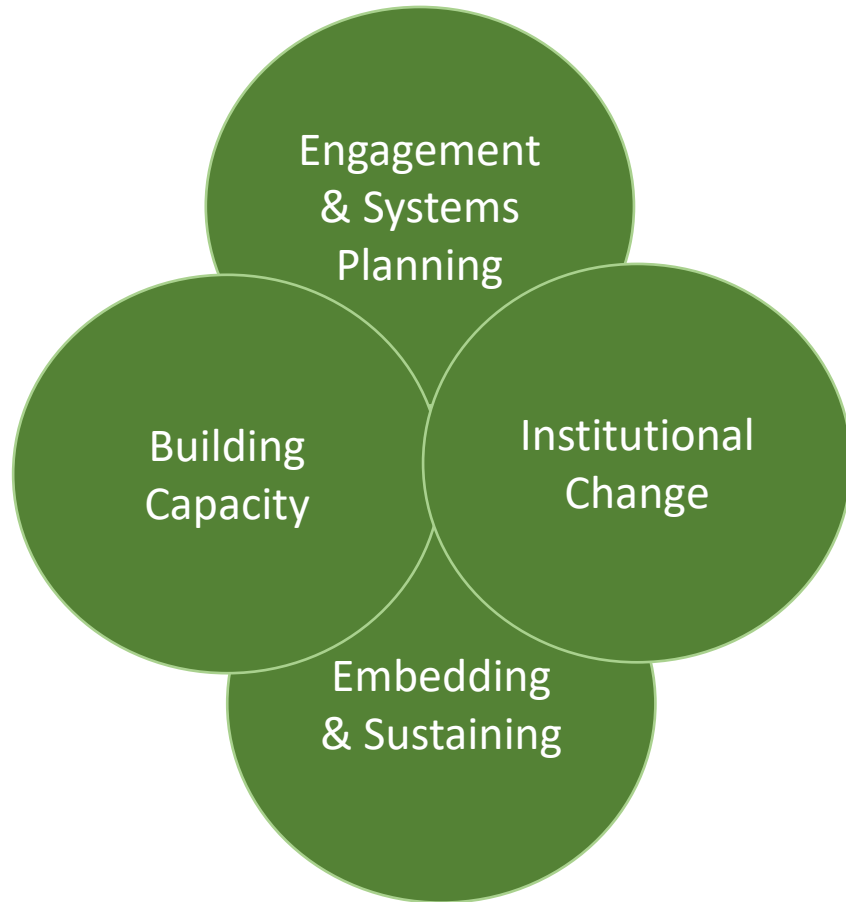
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Setting the Foundation

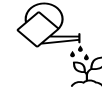
2020 2021 2022 2023 2024



Engagement & Systems Planning: 2020-2022

- Identify priorities at all stakeholder levels
- Set up REDI & SEW committee & group norms
- Explore antiracism and social emotional wellness curricula, materials, and measures
- Formalize Theory of Change and Action Plan

Building Capacity: 2021-2024



- Develop implementation teams
- Establish Peer Learning & Training Opportunities

Institutional Change: 2021-2024



- Evaluation of Trust business processes
- Organizational Assessments
- Adapt antiracism and social emotional wellness curricula, materials, and measures

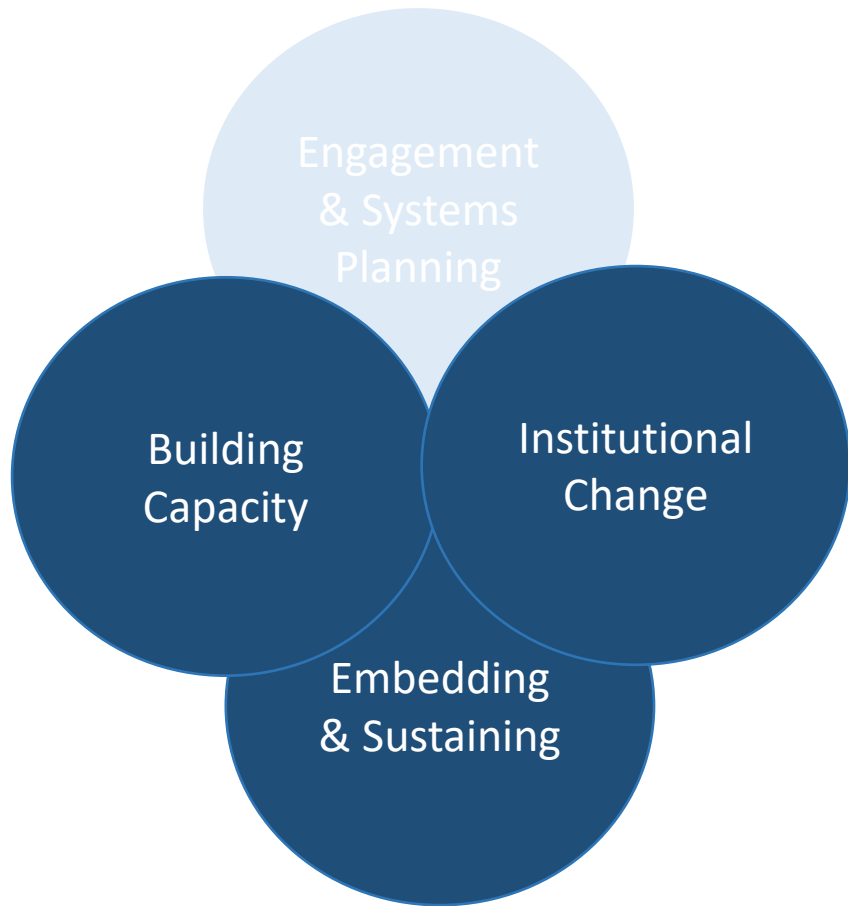
Embedding & Sustaining: 2021-2024



- Feedback loops and ongoing reflective and outcome evaluation

Establishing Momentum

2025 2026 2027 2028 2029



Building Capacity: 2025-2029

- Ongoing Peer Learning & Training



Institutional Change: 2025-2029

- Organizational assessment results inform action plans to address policy concerns
- Processes in place to ensure equitable policies are sustained

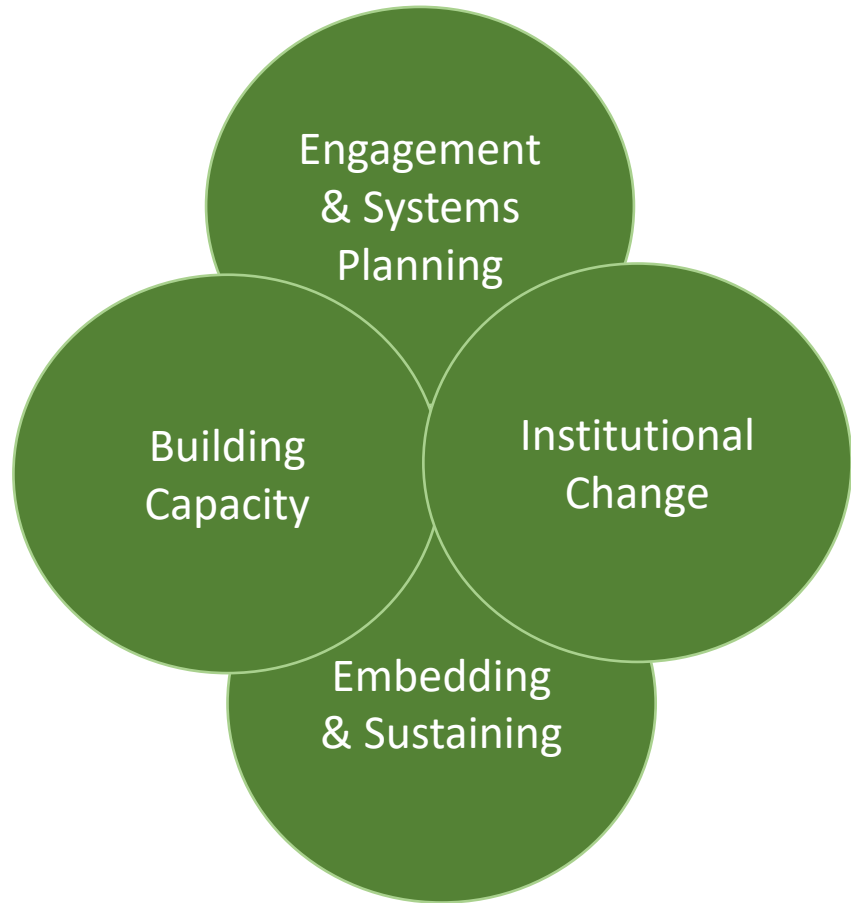


Embedding & Sustaining: 2025-2029

- Feedback loops and ongoing reflective and outcome evaluation

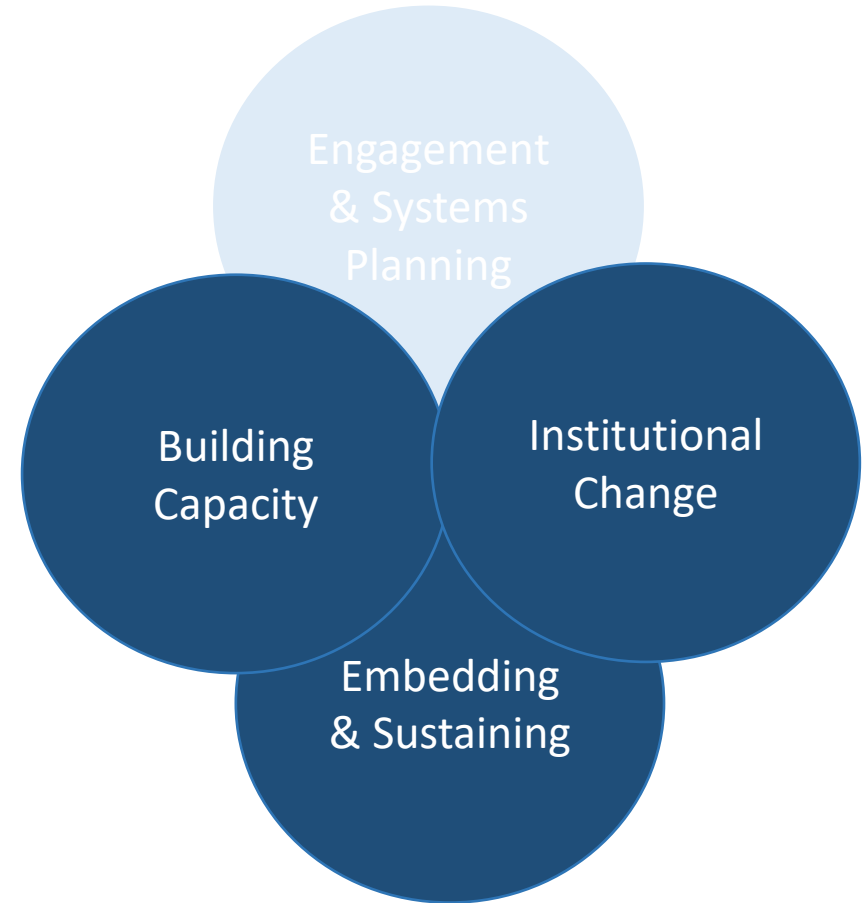
Setting the Foundation

2020 2021 2022 2023 2024



Establishing Momentum

2025 2026 2027 2028 2029



REDI & SEW Progress to Date

Captures Activities within “Setting the Foundation” (2020-2024)

**REDI & SEW Progress
Stakeholder-Specific**























Complete



In-progress/not started

Board

Trust Staff

Element	Activity	Date	Status
	Board Ad Hoc Committee on Racial Equity established	June 2020	
	Obtain REDI & SEW priorities	January 2021	
	Board Recommendations released	February 2021	
	Implementation Teams established	July 2020	
	Peer Learning established	January 2021	
	REDI & SEW onboarding for new staff	March 2021	
	REDI & SEW Committee established	Fall 2021	
	Obtain REDI & SEW priorities	October 2021	
	Feedback loop from listening sessions	December 2021	
	REDI & SEW training and professional development	Spring 2022	



Engagement & Systems Planning



Building Capacity



Institutional Change



Embedding & Sustaining

















REDI & SEW Progress Stakeholder-Specific



Complete



In-progress/not started

	Element	Activity	Date	Status
Providers		Obtain REDI & SEW priorities	November 2020	
		Feedback loop from listening sessions	March 2021	
		Implementation Team Established	Winter 2022	
		REDI & SEW training and professional development	Spring 2022	
		REDI & SEW Committee established	Spring 2022	
Community		Obtain REDI & SEW priorities	Fall 2020	
		Feedback loop from listening sessions	March 2021	
		Paradise Found Network established	April 2021	



Engagement & Systems Planning



Building Capacity



Institutional Change



Embedding & Sustaining

REDI & SEW Progress























Cross Cutting Activities



Complete



In-progress/not started

Element	Activity	Date	Status
	SEW framework prepared	Winter 2021	
	Request for Proposal (RFP) REDI Framework	April 2021	
	Convene core REDI & SEW Committee	Summer 2021	
	Synthesize stakeholder priorities into action plan	Fall 2021	
	Explore existing REDI & SEW training & curricula	Fall 2021	
	Develop courses & training to support REDI & SEW	Fall 2021	
	Develop beta algorithm for guided pathway to REDI & SEW	Spring 2022	
	Explore / adapt racial equity assessment tools	Spring 2022	
	Complete resource mapping	Spring 2022	
	Create & finalize REDI & SEW evaluation framework	Fall 2022	
	Conduct organizational assessments to understand REDI & SEW needs	Winter 2023	



10/7/21 Engagement & Systems Planning



Building Capacity

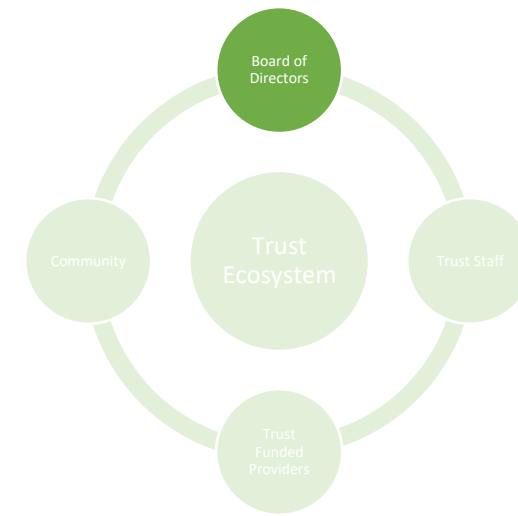


Institutional Change



Embedding & Sustaining

Trust Board of Directors Completed Activities



Ad Hoc Committee on Racial
Equity & Social Justice

Board Recommendations
Released

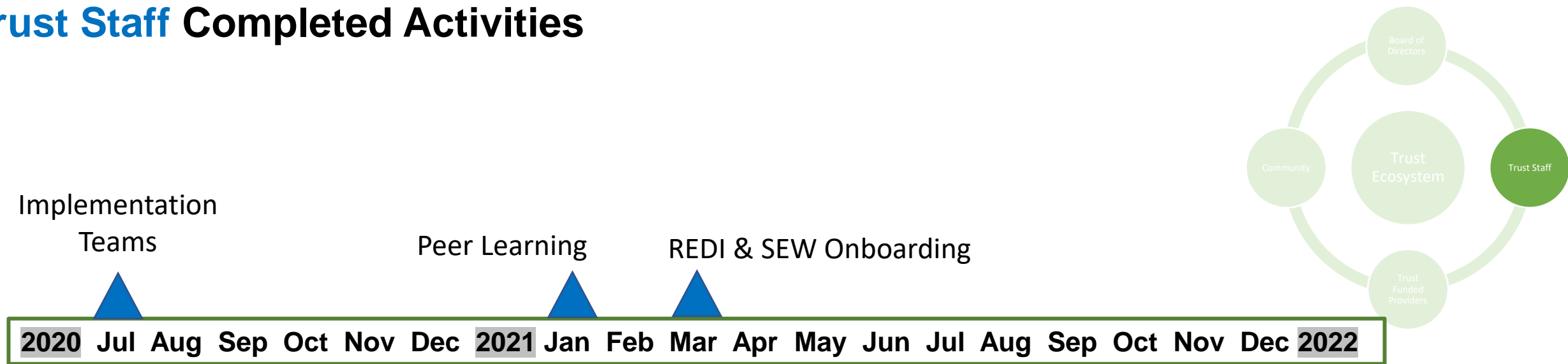
2020 Jun Jul Aug Sep Oct Nov Dec 2021 Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec 2022

Ad Hoc Committee on Racial Equity & Social Justice: Starting in the summer of 2020, The Trust Board of Directors convened an ad hoc committee on racial equity and social justice, which met six times from June to September 2020. With the aid of a consultant, the group was able to identify priorities for Trust REDI efforts.

Board Recommendations Released: The committee's recommended actions, based on community input, were then presented at the board retreat on February 25, 2021. The recommended actions from the committee include an evolving multi-year implementation plan for Racial Equity Diversity and Inclusion (REDI) efforts, which can be grouped into three categories:

- Supporting mental health and social emotional wellness (SEW) as critical to advancing REDI awareness and training.
- Ensuring children's basic needs are met as a foundational requirement for success.
- Increasing awareness about the work and investments of The Children's Trust and how the work is accomplished through our policies and procedures.

Trust Staff Completed Activities

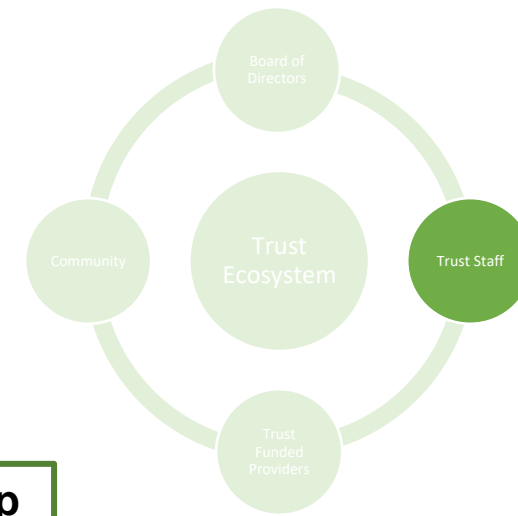
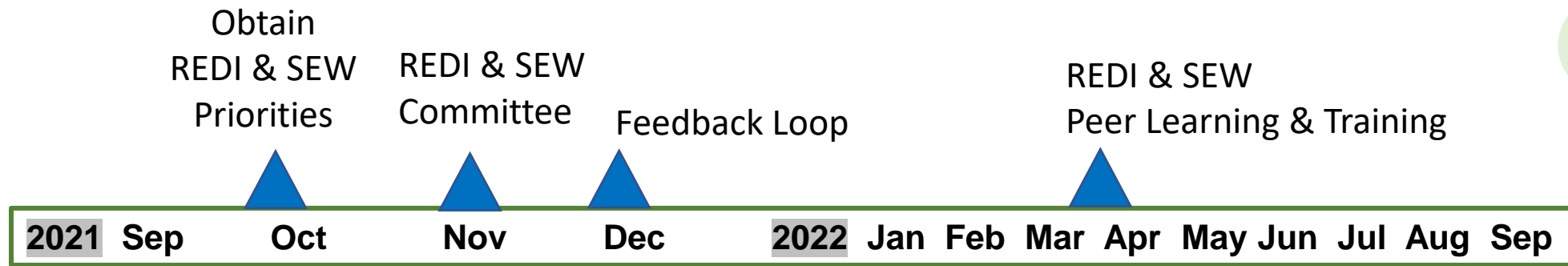


Implementation Teams: In July of 2020, The Children’s Trust participated in the YWCA’s 21 Day Challenge. The organization was organized into six cross-departmental groups know as “*Journey Teams*” (JT) to engage with the 21 Day challenge content. JT facilitators were established and provided professional development (PD) support. At the end of the 21 Day Challenge, staff were surveyed about additional topics related to social justice and racial equity they wanted to learn more about to inform future peer learning and training. During 2021, JTs continue to meet on the fourth Friday of the month, and JT facilitators meet biweekly with a consultant where they are provided PD and help plan for staff peer learning.

Peer Learning: In January of 2021, the “*REDI Speaker Series*” was launched to engage topics most requested from staff, as well as address relevant current events. Every fourth Thursday of the month, all staff participate in a meeting discussing a REDI topic led by guest speakers and/or internal staff. Some topics covered include Race & Privilege, History of Black Miami, and COVID-19 & Public Health in Marginalized Communities.

REDI & SEW Onboarding: Starting in March 2021, as part of the HR onboarding process, new Trust staff are oriented to the overall purpose of REDI/SEW and how it is part of the fabric of the organization’s culture.

Trust Staff Future Activities



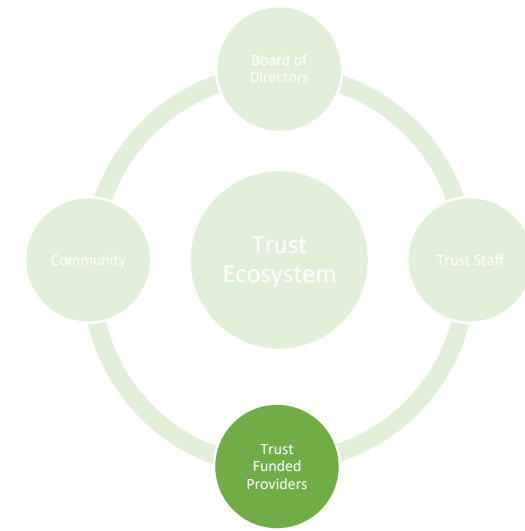
Obtain REDI & SEW Priorities: As part of the October 2021 REDI Speaker Series, Trust staff will participate in a facilitated review of the REDI/SEW implementation plan and have an opportunity for Q&A. During October Journey Team (JT) meetings, JT facilitators will lead guided discussions with staff to identify priorities for REDI & SEW.

REDI & SEW Committee: Establish a core committee among Trust staff that will support the strategic planning and implementation of the REDI & SEW implementation plan.

Feedback Loop: As part of the December 2021 REDI Speaker Series, Trust Staff will be informed of what was collectively shared during staff listening sessions in October 2021 and have further opportunity to discuss.

Formalize REDI & SEW Peer Learning & Training: Through supports from UM Team Coach, a map of asynchronous online courses, live training, and peer learning opportunities will be developed to support and develop adult learners in the areas of REDI and SEW. Everyone has different preferences, priorities, and needs related to their development in this area. Therefore, individuals will be guided by the guided pathway to SEW. Additionally, supports will be facilitated through Trust Academy (TA). REDI & SEW will be a focus area within TA supports. TA Intent to Negotiate (ITN) anticipated release is February 2022.

Trust Funded Providers Completed Activities



Obtain REDI & SEW
Priorities

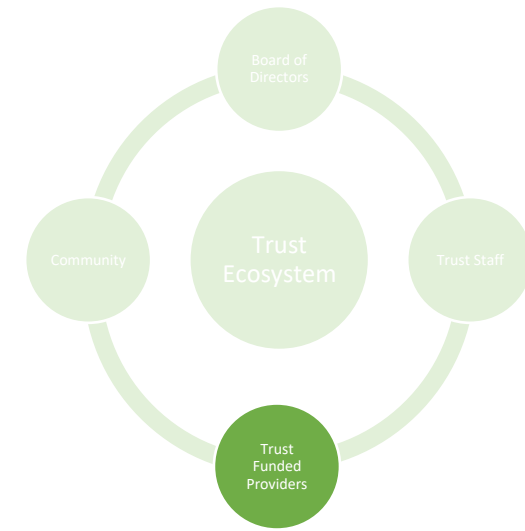
Feedback Loop

2020 Jul Aug Sep Oct Nov Dec 2021 Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec 2022

Obtain REDI & SEW Priorities: From November to December 2020, The Trust held a series of eight listening sessions for providers (direct services and management). This effort was the first phase to engage with the providers through listening sessions to explore their interaction with The Children’s Trust as well as their individualized experience with institutional and interpersonal injustices, with a particular focus on racial equity and social justice, as well as how these experiences impact children and families.

Feedback Loop: In March 2021, a collective report back from the November/December 2020 listening sessions were provided to participants as well as further discussions on ways in which the Trust can move REDI & SEW work forward.

Trust Funded Providers Future Activities



Feedback Loop

REDI & SEW Peer Learning & Training

2021 Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec 2022 Jan Feb Mar Apr May Jun Jul

Feedback Loop: In November 2021, the Trust will be sharing out the REDI/SEW implementation plan with all Trust Funded providers for input and feedback.

Formalize REDI & SEW Peer Learning & Training: Through supports from UM Team Coach, a map of asynchronous online courses, live training, and peer learning opportunities will be developed to support and develop adult learners in the areas of REDI and SEW. Everyone has different preferences, priorities, and needs related to their development in this area. Therefore, individuals will be guided by the guided pathway to SEW. Additionally, supports will be facilitated through Trust Academy (TA). REDI & SEW will be a focus area within TA supports. TA Intent to Negotiate (ITN) anticipated release is February 2022.

Other activities occurring Spring 2022 under development:

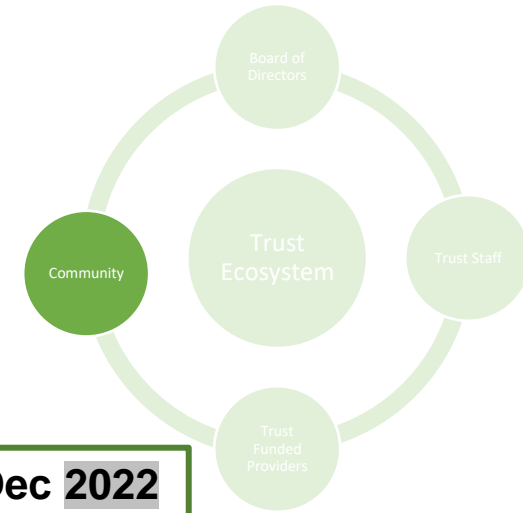
- Convening a REDI & SEW committee among Trust Funded Providers

Community Completed Activities

Obtain REDI & SEW
Priorities

Paradise Found
Feedback Loop Network

2020 Jul Aug Sep Oct Nov Dec 2021 Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec 2022

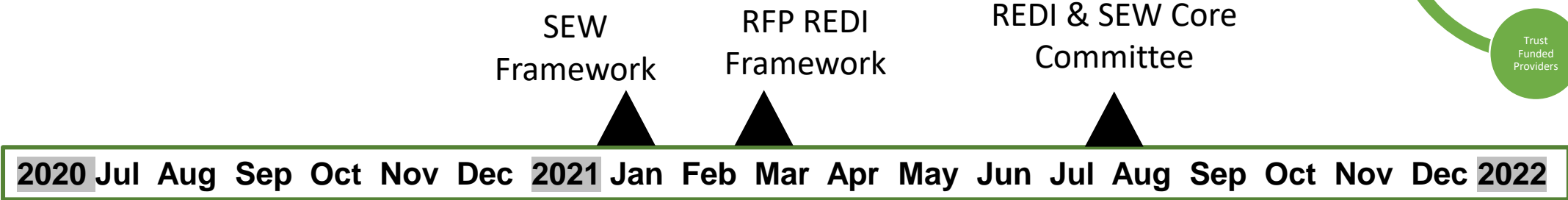
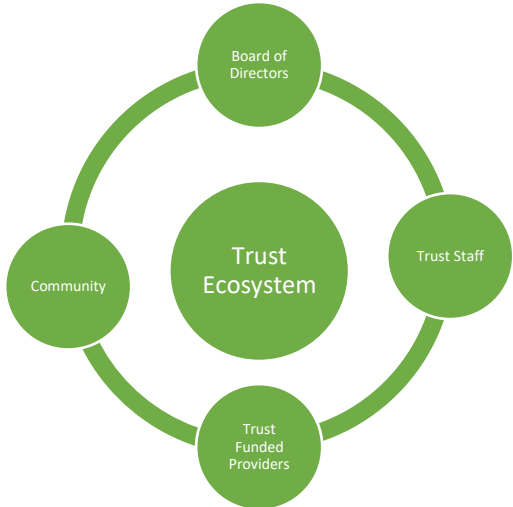


Obtain REDI/SEW Priorities: From November to December 2020, The Trust held a series of three listening sessions for recipients of Trust funded services. This effort was the first phase to engage with the community through listening sessions to explore their interaction with The Children’s Trust as well as their individualized experience with institutional and interpersonal injustices, with a particular focus on racial equity and social justice, as well as how these experiences impact children and families.

Feedback Loop: In March 2021, a collective report back from the November/December 2020 listening sessions were provided to participants as well as further discussions on ways in which the Trust can move REDI/SEW work forward.

Paradise Found Network Established: In the spring of 2021 The Children’s Trust embarked on applying for the Kellogg Foundation’s Racial Equity 2030 grant. Although unsuccessful in being selected, applying for the grant enabled The Trust to convene and establish a partnership with nine funding organizations in Miami Dade County known as The *Paradise Found Network* (PFN) that have expressed a commitment to dismantling structural inequities and raising the first generation of antiracist children. The Trust and nine funding organization that make up the PFN include: Allegany Franciscan Ministries, Early Learning Coalition of Miami-Dade/Monroe, Health Foundation of South Florida, Key Biscayne Community Foundation, Miami-Dade County, The Miami Foundation, United Way of Miami-Dade County, Thriving Minds and The Women’s Fund.

Cross Cutting Completed Activities



SEW Framework: The Trust, in collaboration with a team from UM Mailman Center for Child Development, met between Spring 2020 and Winter 2021 to develop a framework to guide The Trust's investment in social emotional wellness. The team identified core activities (described above) that will be implemented to support the wellbeing of Trust staff, providers, and the community.

RFP REDI Framework: In support of our equity efforts The Trust had reviews of the content for two Trust Requests for Proposals (i.e. Help Me Grow and Early Childhood Research and Demonstration Projects) through an external consultant to ensure that it incorporated content supportive of our REDI efforts. From this endeavor, a REDI RFP Framework was created to be incorporated in subsequent grant development processes.

REDI & SEW Core Committee: A subgroup of Trust Staff and members from UM Team Coach established a strategic planning group for REDI & SEW and to formalize a multi-year implementation plan.

Cross Cutting Near Future Steps

SPRING 2022:

Complete resource mapping for REDI & SEW: We will identify the scope of the Trust's current investment in programming designed to promote REDI and SEW and provide recommendations for additional support and investments.

Develop beta algorithm for guided pathway to REDI & SEW: At an individual level, a guided pathway and courses/training opportunities will support individuals' growth. This algorithm will guide adult learners. Everyone in the Trust community brings different strengths and areas of growth as it relates to their wellbeing. The algorithm will guide individuals to the appropriate resources (i.e., courses, training) to support their development in the areas of SEW and REDI.

Other activities spanning Fall 2021 - Winter 2023 under development:

- Synthesize stakeholder priorities into action plan
- Explore existing REDI & SEW training & curricula
- Develop courses & training to support REDI & SEW
- Explore/adapt racial equity assessment tools
- Create & finalize REDI & SEW evaluation framework
- Conduct organizational assessments to understand REDI & SEW needs

