

ADVANCING EQUITY IN COLORADO EARLY CHILDHOOD SYSTEMS

Informational Webinar
September 9, 2021

AGENDA

- 1 INTRODUCTION TO EARLY MILESTONES & ADVANCING EQUITY INITIATIVE
- 2 ADVERSE CHILDHOOD EXPERIENCES (ACEs)
- 3 INITIATIVE DETAILS
- 4 QUESTIONS & ANSWERS



ABOUT EARLY MILESTONES

Early Milestones Colorado is an independent organization helping to advance innovative solutions that improve policies and practices in early childhood development. We work with state and local partners to exchange ideas, share resources, and create lasting, positive change for children.

Through nearly 200 public and private partnerships, our initiatives directly impact over 40 Colorado counties.

INDEPENDENT EXPERTISE.

CONNECTIVITY.

ACTION.

ADVANCEMENT.

EARLY MILESTONES

A close-up photograph of a man with dark skin and short hair, smiling warmly at a baby he is holding. The man is wearing a light-colored, patterned button-down shirt. The baby, who has dark skin and curly hair, is looking towards the camera with a happy expression. The baby is wearing a white long-sleeved shirt with purple and blue horizontal stripes. The background is softly blurred, showing what appears to be an outdoor setting with a colorful striped umbrella.

EARLY MILESTONES COMMITMENT TO EQUITY

Early Milestones Colorado works to ensure that all children and families, especially those who have been historically marginalized, have access to the opportunities and resources needed to be valued, healthy, and thriving. We strive to embed an equity lens into our daily work and continually update our practices to reflect new learning.

Kaiser Permanente's ACEs & Systemic Racism Equity Initiative

GOALS

- Anchor children and families in healthy relationships
- Disrupt the cycle of trauma
- Accelerate paths to healing and positive life journeys

APPROACH

- Support organizations led by people of color who advance racial equity and trauma-informed healing
- Support programs that engage individuals, families, and communities at highest risk to prevent and mitigate the impact of ACEs and trauma

Early Milestones'

Advancing Equity within Colorado Early Childhood Systems

GOALS

- Amplify voices of color
- Increase influence within early childhood systems
- Bring more equity to policies and practices

APPROACH

- Support BIPOC organizations to strengthen connections to early childhood systems
- Identify opportunities to share and increase voices of color across systems

“If the brain can be hurt, it can
be healed”

VIDEO

ADVERSE CHILDHOOD EXPERIENCES

- Potentially traumatic events that occur in childhood.
- Toxic stress from ACEs can change brain development and affect how the body responds to stress.
- Linked to chronic health problems and poor life outcomes.

IMPACT OF ADVERSE CHILDHOOD EXPERIENCES



Across 50 States, 50% of children's ACEs are acquired by the age of 3.



If left untreated, children with a high ACE score face a 20-year decrease in life expectancy.



EDUCATION

Children who experience two or more ACEs are nearly 3x more likely to repeat a grade.



CRIMINAL JUSTICE

Juvenile offenders are 4x more likely to have experienced four or more ACEs than those in the CDC-Kaiser ACEs study



PHISICAL & BEHAVIORAL HEALTH

Children who experience four or more ACEs are 7.4x as likely to suffer from alcoholism and 12.2x as likely to attempt suicide.

78% of Hispanic kids suffer at least one ACE and 28% suffer 4+ ACEs

Native Americans reported greatest average number and variety of ACEs than people from any other racial/ethnic group

LGBTQ students report higher ACE exposure than heterosexual peers, regardless of race

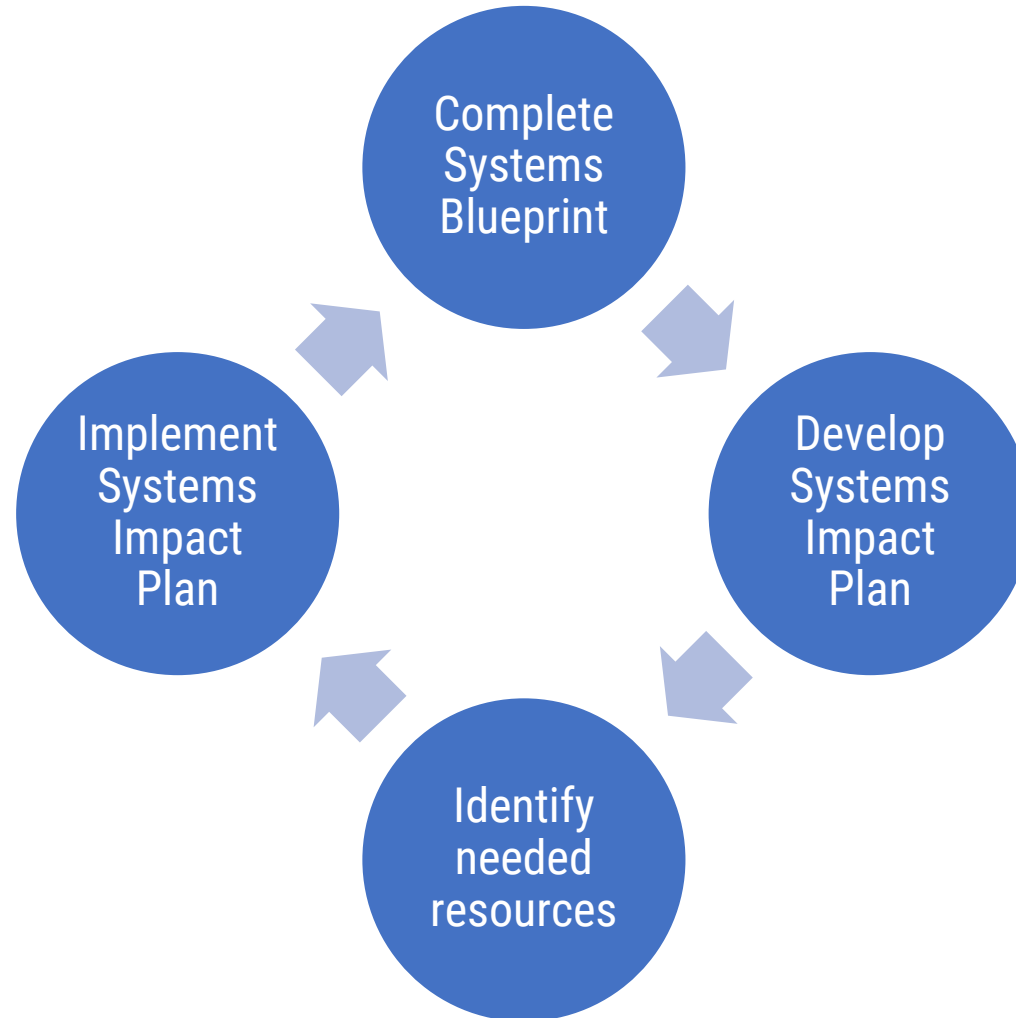




5 Prevention Strategies

- Strengthen economic supports
- Promote social norms
- Provide high quality early care and education
- Enhance parenting skills
- Connect to caring adults
- Intervene to lessen harms

SCOPE OF WORK: ADVANCING EQUITY COHORT ORGANIZATIONS



EARLY MILESTONES

COHORT TIMELINE: NOVEMBER 2021 – APRIL 2023

Nov-Dec 2021

Identify technical assistance needs

Jan-March 2022

With technical assistance, develop
Systems Blueprint & Systems Impact Plan

April 2022-April 2023

With technical assistance, implement
Systems Impact Plan

April 2023

Update Systems Blueprint

SYSTEMS BLUEPRINT

1. Define the Problem

- Problem statement
- Root causes

2. Examine Assumptions

- These problems exist because
- Core levers for change

3. System Change Vision

4. System & Partners

- What are others already doing?
- Existing relationships to build upon?
- Potential partners

5. Your Organization

- Strengths
- Unique Value

6. Barriers to System Engagement

7. Resources Needed for System Engagement

- Financial
- Non-financial

8. Potential Impact

SYSTEMS BLUEPRINT (EXAMPLE)

1. Define the Problem

Problem statement:

- Too many young children have poor oral health

Root causes:

- Poor parental/caregiver knowledge
- Lack of access to oral health care services

2. Examine Assumptions

These problems exist because:

- Children are consuming too much sugar
- Children are not brushing enough
- Children are not receiving regular oral health screens

Core levers for change:

- Well child health exams
- Child care programs

3. Vision

- Oral health screens at every well child visit
- Oral health education and practices in child care programs
- Every child has a dental home

4. System & Partners

What are others already doing?

- Training primary care providers to do oral health screens
- Training for child care providers
- SMILES dental home pilot

Existing relationships to build upon?

- Local FQHC
- School district
- Local dentists

Potential partners:

- Local early childhood council
- Local private pediatric office
- CDPHE oral health unit

5. Your Organization's...

Strengths:

- Direct contact with families
- High quality dental services

Unique Value:

- Deep knowledge of families' assets and challenges
- Relationships with private dentists

6. Barriers to Systems

Engagement:

- Limited relationships with system level partners
- Time to participate in external meetings

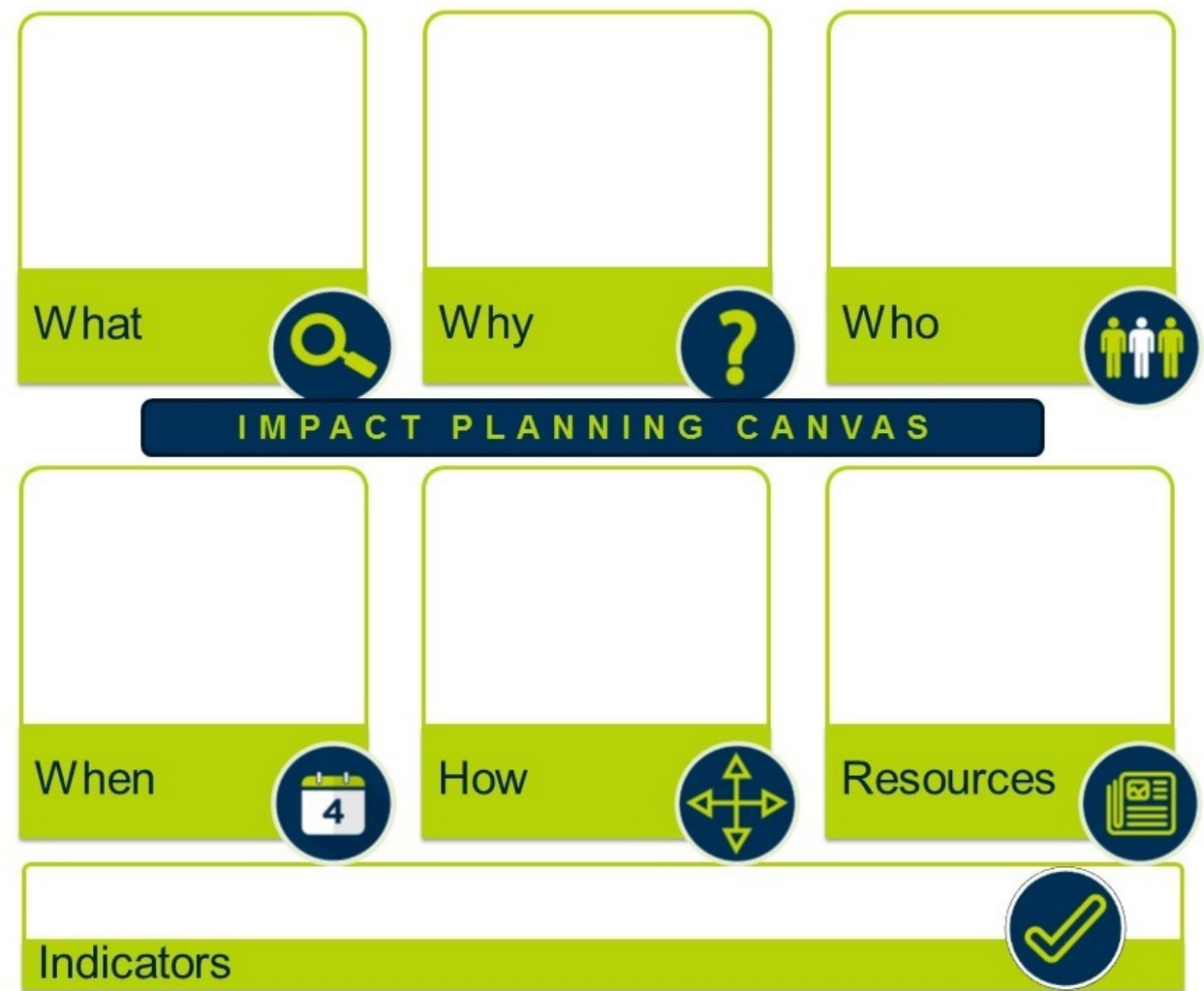
7. Resources Needed for System Engagement

- Introductions to new partners
- Staff time to participate in system meetings
- Stipends for patient participation

8. Potential Impact

- Local early childhood council begins oral health initiative
- Oral health screenings at more well child visits
- More dentists accepting patients under 5 years old

SYSTEMS IMPACT PLAN (SAMPLE)





Benefits to Participation

- ☐ Opportunity to do systems work
- ☐ Free capacity building technical assistance
- ☐ Introductions to other organizations working with same/similar families
- ☐ Opportunity to elevate the voice of those you serve within system-level conversations

CALL FOR INTEREST TIMELINE: AUGUST – OCTOBER 2021

August 27	Call for Interest
September 9	Informational Webinar
September 17	Interest forms due
September 24	Invitation for conversation
October 4-8	Conversations
October 15	Cohort selected
October 31	Contracts finalized

QUESTIONS?

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