ADVANCING RACIAL EQUITY
COMMUNITY OF PRACTICE

We know that not all kids need the same things to get a strong start in school and life, and racial inequities begin early. And children of color are more likely to be poor and further from opportunity. In Washington, we speak not of the achievement gap, but of the opportunity gap.

Specific strategies to intentionally remove and reduce the barriers keeping children from opportunity are needed to prepare EVERY child for success in school and life. While organizations and communities throughout Washington have been working to address the impact that race, culture and language have on child outcomes—particularly for children of color—the state lacked a systemic or coordinated roadmap to help advance this effort.

Community stakeholders, with Thrive by Five Washington and partners, came together to identify a vision of what we want to accomplish in early learning. The goals—and the steps we will take to get there as we implement the state’s 10-year Early Learning Plan—are what makes up the Racial Equity Theory of Change (RETOC).

Developing the Racial Equity Theory of Change
Thrive by Five Washington, with support from partners and the W.K. Kellogg Foundation, convened a group of over 100 early learning stakeholders in a year-long process. This series of meetings was designed to be a conversation to closely examine the state’s opportunity gap and how it manifests itself in the early learning system.

Taking Up the Work of Racial Equity
To realize the vision of the RETOC, we must all take up the work from the places where we have passion, leverage and influence. The Early Learning Racial Equity Community of Practice is a resource to do so.

Anyone can join the Community of Practice. Members learn together, practice and build muscle around being leaders for equity, and have a collective source of support as we carry out this work together and individually. The Community of Practice is a space where members can bring actual pieces of work with them to test, develop and learn with peers.

How to Join the Early Learning Racial Equity Community of Practice
Contact Dan Torres, Thrive by Five Washington Community Partnerships Manager, to be invited to meetings. For more information and a sample meeting agenda, visit thrivebyfivewa.org/advancing-racial-equity.