

NC ITP Diversity, Equity, Inclusion, and Belonging (DEI- B) Council Newsletter

The NC-ITP values inclusion recognizes and honors diversity in race, ethnicity, culture, class, age, abilities, gender, and sexual identity, political affiliation, and places where people live. We seek to reflect this diversity in all aspects of our work, including the composition of our leadership, staff, committees, workgroups, and volunteers.

Guiding Principles for Our Work: The North Carolina DHHS Best Practices For Organizing A Division - August 2020

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- Act as change agents for the NC ITP, challenging the status quo and championing diversity, equity, and inclusion.
- Broadly build and share knowledge related to diversity, equity, and inclusion based on research, evidence-based approaches, lived experiences across stakeholders.
- Communicate diversity, equity, and inclusion plans, efforts, successes, and impact consistency across stakeholders.
- Identify diversity, equity and inclusion strategies that could be embedded across the NC ITP program to include philosophy, procedures, policies, and practices.
- Manage the NC ITP DEI-B Council to foster greater diverse representation in the membership and create a structure that consists of three distinct team: the DEI-B Council, a State DEI-B Implementation Team, and CDSA Local Implementation Teams.
- Align our practices with the DHHS Best Practices for Organizing a DEI-B Council Toolkit.
- Work in partnership with BRP Consultants to create actionable priorities designed to help fully integrate diversity, equity, and inclusion into the strategic decision-making of the NC ITP.



The Office of Special Education Programs (OSEP) Diversity, Equity, Inclusion, and Belonging Goals:

A message from OSEP,

On April 30th the Biden-Harris Administration reached its first 100-days mark. Our office continues to work closely with the new administration, particularly in the areas of equity and the health and safety for all students. Specifically, the OSEP team is working hard to support the administration's goals which include:

- Promoting equity in student access to educational resources, opportunities, and welcoming environments.
- Supporting a diverse education workforce, and educators' professional growth, to strengthen student learning.
- Meeting students' social, emotional, behavioral, and academic needs.
- Improving student postsecondary education pathways, college affordability and completion; and
- Strengthening cross-agency coordination and community engagement to advance systemic change.

These are indeed challenging times. However, it is reassuring to see that educators across the nation meet those challenges head on. Thank you for all you do to support our infants, toddlers, youth and young adults with disabilities and their families!

David Cantrell, Ph.D.

Acting Director
Office of Special Education Programs

National Resources on DEI-B

- <https://www.zerotothree.org/issue-areas/racial-equity-diversity-inclusion/>
- <https://perspectives.waimh.org/2013/06/15/zero-three-corner-diversity-informed-infant-mental-health-tenets-together-struggle-social-justice/>
- <https://www.naeyc.org/resources/position-statements/equity>

Next Steps:

- Staff Survey will be disseminated to early intervention staff to help inform professional development opportunities.

From the NC ITP DEI-B Commission



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COMMUNITY PARTNERS SEEK STRATEGIC LEADERSHIP, EQUITABLE PARTNERSHIP, AND MEANINGFUL ACCOUNTABILITY FROM DHHS' HEALTH EQUITY EFFORTS Pillar

<p>Communities at Center</p>	<p>Considerations</p> <ul style="list-style-type: none"> • Communications • Engagement • Develop mutually beneficial partnerships. <p>Potential Actions</p> <ul style="list-style-type: none"> • Engage community members and partners to advise on DHHS activities and initiatives. • Share NC DHHS's progress on health equity to model accountability. • Address barriers to community participation in health equity efforts.
<p>Changes to policies systems and environments</p>	<p>Considerations</p> <ul style="list-style-type: none"> • Address historical inequities. • Adopt a health equity in all policies approach. • Develop aligned partnerships. <p>Potential Actions</p> <ul style="list-style-type: none"> • Evaluate existing policies. • Expand diverse representation on decision-making bodies. • Align with other state health agencies on equity approach.
<p>Leverage data-driven strategies</p>	<p>Considerations</p> <ul style="list-style-type: none"> • Data collection/analysis • Data-driven decision making • Transparent and accessible reporting <p>Potential Actions</p> <ul style="list-style-type: none"> • Assure quality, standardized data collection. • Provide education on moving from analysis to action. • Communicate findings to communities affected.
<p>Catalyze multi sector collaboration</p>	<p>Considerations</p> <ul style="list-style-type: none"> • Consider holistic approach. • Communications • Engage multi-sector partners. <p>Potential Actions</p> <ul style="list-style-type: none"> • Understand drivers of specific inequities to determine partners. • Act as a convener of multi-sector collaborative efforts and initiatives. • Share stories of impact and learning to inform action