





Parent Leader Network Red de Padres/Madres Líderes

Voices for Healthy Kids Summit 2024 September 18, 2024 Arthur Argomaniz

What We Do and Why

- The Manifesto for Race Equity and Parent
 Leadership in Early Childhood Systems serves
 as the foundational document for the Parent
 Leader Network (PLN)
- The PLN seeks authentic parent engagement and partnership, both nationally and locally across 13 communities
- The 5 Commitments of the Manifesto are a blueprint for change for early childhood systems seeking to create change by centering and collaborating with communities

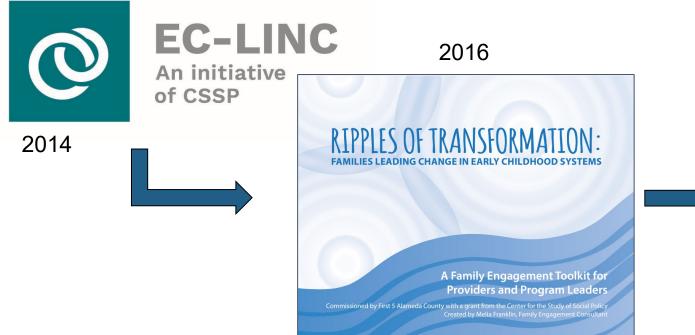


Eugene Penn and Brandon Lavin, Parent Leaders, Guilford County, NC and Palm Beach County, FL





Manifesting Change



"The word 'manifest' is to think positive thoughts, bring something to life, to make it so. The Manifesto is that same thing but done in a collective of people for alignment. I think it is a powerful tool, especially in activism. I can't wait to use it!"

Anjeanette Brown
 Parent Leader, Multnomah County, OR





Manifesting Change



What's New in the Manifesto 2.0

Original Manifesto:

- Parents Bill of Rights with 5 Commitments for Change for agencies and systems
- Developed by agencies and parents to speak to agencies and systems
- Stock photos, few parents quotes, 'nonprofity' definitions of key terms

Manifesto 2.0: The Parent Edition

- Parents blueprint to make the change they seek in agencies and systems
- Developed by parents for parents as an advocacy tool for parents
- PLN parent photos, full of parent quotes, stories and their own definitions of key terms









Our Vision, Our Stories





- Parents at the Center
- Parents Participating at All Levels

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- Parents Valued as Experts
- Parents are Powerful Leaders







The Manifesto challenges early childhood systems and agencies to increase equitable outcomes through adoption of the 5 Commitments for Change:

- 1. Challenge Racism
- 2. Embrace Parent Leadership
- **3. Prioritize Resources**
- 4. Create Career Pathways
- 5. Promote Easy Access and Equitable Outcomes



Caroline Austin, PLN Co-Founder, Hartford, CT and parent leaders from the Santa Ana Early Learning Initiative

der Network









COMMITMENT 1:

Challenge Racism

To promote equity, all families must feel welcomed and respected and feel confident that early childhood agencies and systems leaders have the will and ability to challenge all forms of racism.

COMMITMENT 2:

Embrace Parent Leadership

To become authentic leaders and partners within early childhood systems, parents must be valued and included in new, radical ways.

COMMITMENT 3:

Prioritize Resources

To make their voice and leadership effective over time, parents need agencies to invest in staffing and material support to further their growth and eliminate barriers to participation. **COMMITMENT 4:**

Create Career Pathways

Parents want opportunities to build marketable skills, and some want to enter the early childhood workforce. Parents are best positioned to reach their peers. Agencies must respond by creating pathways to careers within their leadership and engagement activities.

COMMITMENT 5:

Promote Easy Access and Equitable Outcomes

All families should get the help they need to thrive. Agencies must collaborate to build an early childhood system that is free from bias and minimizes barriers.

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- **1.Challenge Racism** To promote equity, all families must feel welcomed and respected and feel confident that early childhood agencies and systems leaders have the will and ability to challenge all forms of racism.
- **2.Embrace Parent Leadership** To become authentic leaders and partners within early childhood systems, parents must be valued and included in new, radical ways.
- **3.Prioritize Resources** To make their voice and leadership effective over time, parents need agencies to invest in staffing and material support to further their growth and eliminate barriers to participation.





4. Create Career Pathways - Parents want opportunities to build marketable skills, and some want to enter the early childhood workforce. Parents are best positioned to reach their peers. Agencies must respond by creating pathways to careers within their leadership and engagement activities.

5. Maximize Equitable Outcomes - All families should get the help they need to thrive. Agencies must collaborate to build an early childhood system that is free from bias and minimizes barriers.





COMMITMENT 1:

Challenge Racism

To promote equity, all families must feel welcomed and respected and feel confident that early childhood agencies and systems leaders have the will and ability to challenge all forms of racism.

KFY IFRM

· Equity: "Equity means we don't all start from the same point. Each one of us is going to have a different need and the result is going to be different." Diana Paz, Parent Leader, Santa Ana, CA

· Racism: While there is no biological basis for race, people in power throughout history have used race to justify unfair treatment and oppression of those families who are Black and Brown, indigenous and immigrants, and those living in poverty. Individuals, institutions, and the structures of society all perpetuate racism. Being antiracist means fighting racism on all of these levels. (Resource: https://nmaahc.si.edu/ learn/talking-about-race/topics/being-antiracist)

PARENT QUOTE

"My dream is that barriers are considered and removed at the planning stage, before they have the opportunity to cause harm. Let's be proactive instead of reactive."

- Anjeanette Brown Multhomah County, OR

5 ADVOCACY ACTIONS

ADVOCACY SUCCESS STORY

Sanaa Sharrieff, Parent Leader, Guilford County, NC:

The Manifesto served as a conversation starter at my

agency about the importance of race equity. Now, there

parent voice leading all of the work. Parents have gotten

is a little more awareness and a lot more interest in the

greater positions of leadership, being able to speak

to what they would like to see in their neighborhoods,

hey, this is what we are going to do. There was a time

when there was only one parent on the board. Now

versus someone else with money coming in and saying,

To challenge racism, ask agencies to:

- 1. Provide resources that parents need to participate, such as translation and interpretation
- 2. Hire people from the community to reflect its diversity
- 3. Include pictures in your materials and at your sites that reflect all families, especially fathers
- 4. Create opportunities for diverse families to influence policies and programs
- 5. Mandate antiracism training for staff at all levels

PARENT STORY

Samantha Avalos, Parent Leader, Utah County, UT: The Manifesto has helped give me power, especially as an immigrant. It reminds parents that the systems aren't always right. When I first came to the US, most groups and resources were in English only. But now Spanish language groups and resources are much more widespread and available. I feel like I can raise my voice now to advocate that we need culture in our programs.



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there are multiple parents.

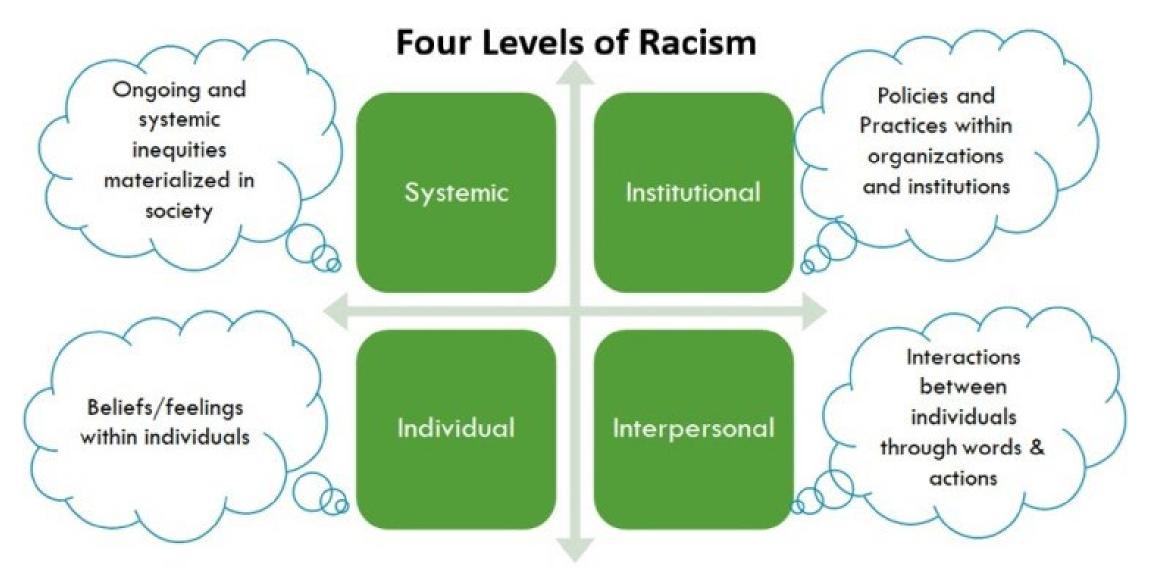
YOUR TURN

What makes you feel welcome and respected in an early childhood setting?

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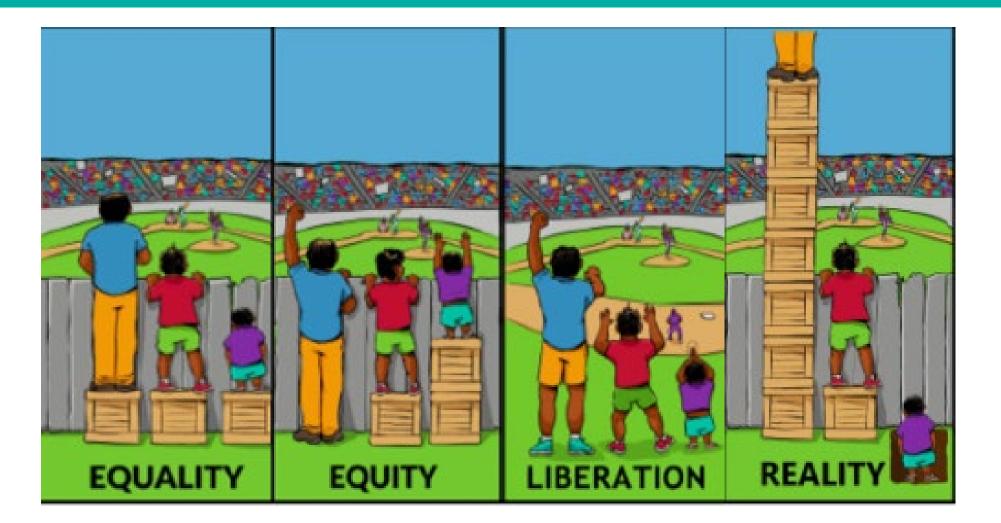
From DiversityEQ.com



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Equality vs. Equity









What Do You Think We Should Change First?

1. Our individual beliefs, attitudes, and behaviors?

2.Our agency's structures, policies, and norms?

3.The systems?





COMMITMENT 2:

Embrace Parent Leadership

To become authentic leaders and partners within early childhood systems, parents must be valued and included in new, radical ways.

(FY]FRMS

. Leaders: "I view parent leadership as having the voice for not only my family but all families." Heather Bushnoe, Parent Leader, Onondaga County, NY

· Early childhood systems: A goal for all programs and services for young children and their families-health, mental health, early learning, economic support, and family support-to be coordinated and streamlined so that families can access them easily and get what they need.

· Parents: Anyone who is the primary caregiver for a child, whether they are biological, adoptive, or foster mom and dad, or grandparents, aunts, uncles, etc.

PARENT STORY

Rocio Guzman Paredes, Parent Leader, Santa Ana, CA: 'Nunca había escuchado la palabra "padre/madre líder" hasta que alguien me llamo uno." As a volunteer at my child's school, I had never heard the word "parent leader" until someone called me one. I thought "leader" meant something official, like the president. I like to be called a leader. I actually feel really motivated, happy, and empowered to help the community and represent families. Agencies can help motivate parents to step up as a leader. Sometimes, agencies will jump directly to the negatives of the work, which prevents parents from feeling valued, respected, and listened to by peers and staff. Welcoming all opinions helps encourage dialogue and brainstorming from other parents.



Leaders, Santa Ana, CA

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PARENT QUOTE

"Embracing parent leadership means making sure parents and caregivers that represent the community you serve are at the table from the beginning and beyond."

> -Shanegua Mosley Parent Leader, Kent County, MI

5 ADVOCACY ACTIONS

To embrace parents as partners and leaders, ask agencies to provide:

- 1. Intentional pathways for parents to become leaders
- 2. Stipends for our time and contributions
- 3. Help with child care and transportation
- 4. Follow-up on how our voices made a difference
- 5. Opportunities for us to participate in decision-making

ADVOCACY SUCCESS STORY

Sherrah Hill-Lavin, Parent Leader, Palm Beach County, FL: After parents presented and advocated for the Manifesto, our agency provided structure to amplify parents' influence on programs across the county. Now, we are really being part of the change. Parents are sharing their experiences of accessing mental health services for their children through the Pediatric Integrated Care Project. We serve on a stewardship council alongside CEOs of many organizations that fund work in Palm Beach County.

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When have you felt valued as a parent leader?

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Family Engagement to Leadership Continuum



Source: CSSP - Ripples of Transformation Toolkit







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Questions for Reflection

 What does it look like to partner with parents in authentic ways?

 What are some barriers to partnering with parents/community?





Network

COMMITMENT 3:

Prioritize Resources

To make their voice and leadership effective over time, parents need agencies to invest in staffing and material support to further their growth and eliminate barriers to participation.

KEY TERMS

- Invest; To commit money and other resources now to achieve a future benefit.
- Staffing: Dedicated, preferably full-time staff to support parents to engage and develop their skills, unity, and effectiveness.
- Barriers: Any need that blocks parents' full participation, such as language and technology access, child care, transportation, and compensation.

PARENT STORY

Huong Vu, Parent Leader, Boston, MA: I went to a training graduation and the organization provided free transportation cards and free child care on-site. They kept asking us, "What do you need?" That's how you tell parents they're at the center of decision making—you show that you respect their time and commitment.



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PARENT QUOTE

"Agencies should make sure that parents are at the table to determine where funding goes and if it is spent effectively."

> - Victoria Camper Volusia County, FL

5 ADVOCACY ACTIONS

To prioritize resources for effective parent leadership, ask agencies to provide:

- 1. An overview of the budget and staffing to support family engagement work
- 2. A process for parents to give feedback and request resources (meeting space, materials, etc.)
- 3. A survey asking parents about barriers to participation
- 4. Opportunities for input on funding proposals and budgets
- 5. Parent representation in budget decision-making and hiring of family engagement staff

ADVOCACY SUCCESS STORY

Ventura County, CA: For a long time, we didn't feel part of the agency. Not like partners. We said over and over again, we are lost! Going through COFI (Community Organizing and Families Issues is the PLN's parent led organizing strategy and training partner, see their website for more information <u>https://cofionline.org/</u>) and participating in the PLN, we got to get stronger personally and as a parent leader team. Organizational changes created an opportunity for us to amplify the issues we were experiencing and get a different point of view of how the agency could build better relationships with parent leaders. Sandybell Romero, Parent Leader, Ventura County, CA – from February 2024 PLN Meeting

YOUR TURN

What support and resources do you need to

fully participate as a partner and leader?

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- Anthony Queen, Kent County, MI - PLN founding parent leader









Examples of Advocacy Efforts

- ABC Coalition Parent & Caregiver Advisory Board
- Boston Family Nurturing Center Parent Screeners (Ages) and Stages Questionnaire)
- South Franklin Community Center, Utah County
- Palm Beach County Pediatric Integrated Care Project





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The Manifesto is a Blueprint for Change

How could the Manifesto guide you in your work?

For each of the 5 Commitments:

- What is already in process?
- Where is change most needed?
- What do you feel most passionate about?

The Manifesto is a tool to help you and other parents advocate for the change you want to see.

Here are some tips for using the Manifesto to advocate:

Step 1: Read the Manifesto and connect your story. Overwhelmed? Start with the commitment that most interests you.

Step 2: Start a conversation with other parents. For example:

- Host a Community Cafe-style gathering and have each table discuss one of the commitments and how it relates to them.
- Discuss with your parent leadership group one or more Manifesto commitments: What's working well for young children and families in your community, and what changes are needed?

Step 3: Organize a group of parents to present the Manifesto to early childhood leaders and policy makers and ask for change.

 Need inspiration? Read the Advocacy Success Stories and 5 Advocacy Actions for each commitment.

Step 4: Celebrate your successes and keep going.

- · Break down big issues into small, achievable steps and tackle them one at a time.
- · Continue to build a strong base of parent leaders who can join your efforts.







Parent Leader Network

Resources



MANIFESTO FOR RACE EQUITY & PARENT LEADERSHIP IN EARLY CHILDHOOD SYSTEMS



Created by parents for parents, this is a new version of the original Manifesto, released in 2019. It provides a platform for parents to address inequities and racism in early childhood agencies and systems through building awareness, advocating, and organizing By outlining how parent voice, engagement, and leadership can be mented at all levels of early childhood systems and agencies the Manifesto 2.0: The Parent Edition will create and promote equitable outcomes for the health and well-being of all childrer



Social Policy

MANIFESTO for Race Equity & Parent **Leadership in Early Childhood Systems**







Monthly Meetings





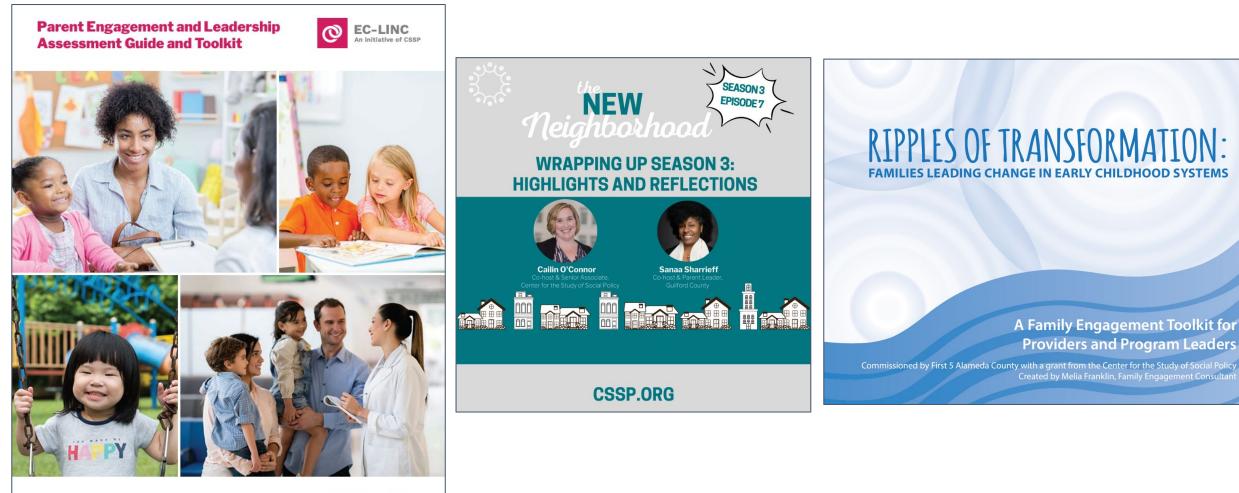
Parent Leader Network







More Resources



Developed by the Center for the Study of Social Policy and the EC-LINC Outcomes and Metrics Initiative



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Resources

Contains Links to:

- Slides
- Original Manifesto in English and Spanish
- Other resources
 - o PLN video
 - Parent Engagement and Leadership Assessment
 - o Key Equity Terms and Concepts







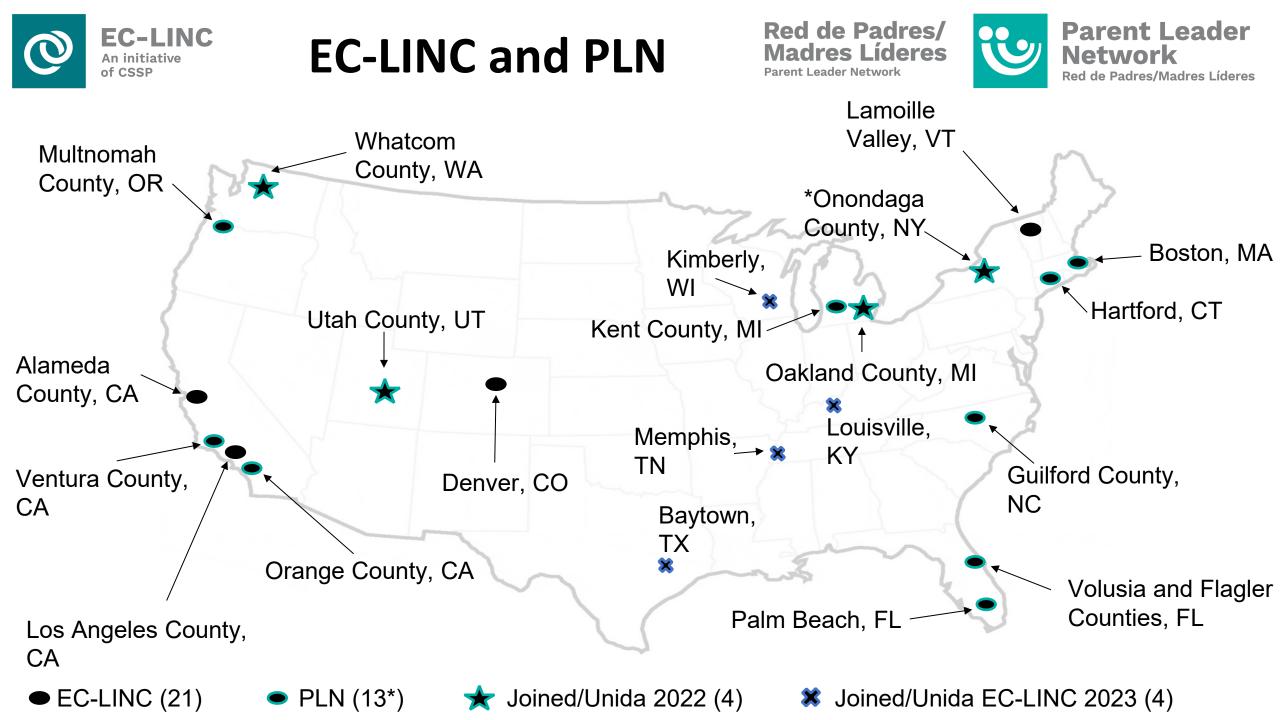




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The Parent Leader Network



EC-LINC Parent Leader Network



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The Parent Leader Network (PLN) provides a space for parents in EC-LINC communities to *collaborate* with and *support* each other, *represent* the parent perspective, and *advocate* for parent voice and leadership in early childhood systems.

Guided by the Manifesto, the PLN envisions a *transformation* in which early childhood systems are *centered around families and* responsive to their needs, concerns, and ideas so that children can *thrive*.





The PLN's Goals

We work to:

- Strengthen parents' leadership & expertise in priority issue areas
- Increase parents' access to peer-to-peer education, support and paid leadership opportunities.



Parent

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er Network

What does PLN's Work Look Like

- <u>COFI</u> parent led organizing model and implementation
- Parent elected and rotating Steering Committee
- Annual summits led by parents
- Monthly calls led by parents
- Parent speaking opportunities through the <u>Speakers</u> <u>Bureau</u>





PLN Benefits Me

- I am welcomed, supported, safe and respected.
- I **connect** with and **learn** from like-minded parents outside my community that are responding to similar challenges.
- I **build** confidence and high-level leadership skills and put them into action.
- I **fulfill** my passion to support other parents and become a better parent.
- I **lead** new initiatives in my community.
- I grow my voice in my community, leading to other leadership and employment opportunities.

La PLN Me Beneficia

- Me siento **bienvenida**, apoyado, segura y respetado.
- Me conecto y aprendo de padres/madres con ideas afines fuera de mi comunidad que están respondiendo a desafíos similares.
- **Desarrollo** confianza y habilidades de liderazgo de alto nivel y las pongo en práctica.
- Realizo mi pasión de apoyar a otras madres/padres y convertirme en un mejor padre/madre.
- Lidero nuevas iniciativas en mi comunidad.
- **Hago crecer** mi voz en mi comunidad lo que lleva a otras oportunidades de liderazgo y de empleo.







PLN Benefits My Community

La PLN Beneficia a Mi Comunidad

- Provides concrete tools for organizing and base-building, so we can teach others the process of bringing about change
- We learn from others to adapt strategies and innovate during the pandemic.
- With PLN, I can offer local leaders new opportunities to connect with a national movement.
- Supporting us to advocate within our communities to adopt the Manifesto builds the power of our voices.



Center *for the*

- Proporciona herramientas concretas para organizar y construir bases para que podamos enseñarle a otros el proceso de lograr cambios.
- Aprendemos de otros a adaptar estrategias y a innovar durante la pandemia.
- Con la PLN, puedo ofrecer nuevas oportunidades a líderes locales para conectarse con un movimiento nacional.
- Apoyarnos para abogar dentro de nuestras comunidades para adoptar el Manifiesto hace crecer el poder de nuestras voces.





PLN Benefits Our Movement for Equity and Parent Voice

La PLN Beneficia a Nuestro Movimiento por Equidad y Voces de Padres/Madres

- PLN is a national platform for parents to build leadership, learn from our peers and bring it back to our communities.
- PLN is a model how to have a movement with parents at the center.
- PLN is heightening the conversation around racial equity and parent voice in early childhood systems.
- With COFI as a leadership development strategy, PLN has started a peer-to-peer learning movement in diverse communities.
- PLN shows agencies how to collaborate more effectively with parents and each other.



- La PLN es una plataforma nacional para que las madres/padres desarrollemos liderazgo, aprendamos de nuestros pares y lo llevemos de vuelta a nuestras comunidades.
- La PLN es un modelo de como tener un movimiento con padres/madres en el centro.
- La PLN realza la conversación alrededor de equidad racial y las voces de madres/padres en los sistemas de primera infancia.
- Con COFI como una estrategia de desarrollo de liderazgo, la PLN ha empezado un movimiento de aprendizaje de par-a-par en diversas comunidades.
- La PLN le demuestra a agencias como colaborar más eficazmente con las madres/padres y entre ella/o/s.





Meeting Agreements / Acuerdos para la Reunión



- Step up-Step back / Un paso adelante-Un paso atrás
- Suspend judgment / Suspender el juzgar
- Speak Your Truth / Decir su verdad
- Respect each other's truth / Respetar la verdad de los demás
- Confidentiality/ Confidencialidad
- Value each other's time / Valorar el tiempo de los demás
- Participate and have fun / *¡Participar y Divertirse!*









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