

North Carolina Home Visiting and Parenting Education System

Defining Equity Approach in Systems Development

North Carolina will build a system that functions to explicitly and measurably ensure children are not disadvantaged by race, ethnicity, zip code, and/or economic status. The 2020 Home Visiting and Parenting Education Systems Action plan explicitly established a goal focused on racial equity to ensure that early stage activities are specifically focused the root cause of all inequities. Applying a racial equity approach to systems building requires four levels of change: personal, interpersonal, institutional and structural. This approach focuses explicitly, but not exclusively, on racial equity. In the end, the home visiting and parenting education system will build and maintain a system that remediates racial and economic inequities through equitable access points, quality and distribution of services. Several outcomes related to addressing economic inequities are addressed across all goals, including the racial equity goal.

There are specific strategies and behaviors which are necessary at each level to move positive outcomes related to racial equity.

Personal	The individual consistently works alone and with others, to understand their own values, beliefs, implicit biases, unconscious racism, actions and their relative privileges that contribute to both racial inequities and racial equity: individual acts to advance racial equity.
Interpersonal	Individuals and groups are effective in relating to others who are not like themselves, actively including those typically excluded, sharing power, surfacing issues of racial inequality within interpersonal relationships, working toward positive change, and working to reduce interpersonal conflict.
Institutional	Organizations intentionally contribute to racial equity and economic justice outcomes with their policies, practices, regulations, work culture, and outcomes to dismantle the specific policies that concentrate power and perpetuate inequality. Applying a racial equity lens requires organization leaders to design/ develop policies and practices that advance opportunities, fairness, access to resources, and other factors for those historically and currently effected by racial inequality.
Structural	Public policy and civic engagement work to dismantle federal, state, county, and/or municipality laws that limit economic and social mobility. Individuals and groups create structural arrangements that exposure certain populations to opportunities for advancement. Shared leadership and collective power offers new and reconstituted systems of accountability.