

Black Child National Agenda
Strategic Plan Template



The Black Child National Agenda calls for actions to dismantle structural racism and system inequities that get in the way of Black children's success in school and life.

To center the racialized experiences and assets of Black families, we call for preserving, protecting, and promoting policies and programs that transform the health, economic, education, and general well-being of Black children and their families (including caregivers, providers, educators, and communities). This means that national and local policies, programs, strategies, and resources—as well as mindsets—must attend to 1) Protecting Black children and their families from residential, economic, social, and psychological segregation, racism, discrimination, oppression, and exclusion; 2) Promoting Black children and their families' economic security and upward mobility; wealth generation; physical, mental, and psychosocial health; and high-quality educational opportunities; and 3) Preserving Black children and their families' functioning and well-being; positive racial and cultural identity, heritage, and language; and safe and supportive communities.

The Black Child National Agenda Template is an implementation tool that can assist communities in planning for systems change, in line with the 10 key priorities and accompanying policy agendas.

How to use this tool:

The *Black Child National Agenda Template* provides a set of questions across each priority area to guide users in documenting their strengths and shortfalls in existing policy, data systems, and funding.

This tool guides users through each of the 10 priorities centered in our policy agenda with an organization structure that delineates the policy goal and accompanying benchmarks, actionable steps to achieve the goals and benchmarks, timelines, and points of contact who are responsible for each task. Policy goals and benchmarks are pre-populated in this template, in line with the key priorities and policy recommendations articulated in the reports, and action steps, timelines, and persons responsible are left blank for organizations to articulate. The final benchmark box is left blank for communities to establish their own benchmarks and solutions.

This tool should be used by state and local policymakers in partnership with community members, advocates, and other critical stakeholders. These key stakeholders are vital carriers of knowledge and should be carefully integrated into all conversations about equity.

Black Child National Agenda **Strategic Plan Template**

Authors:

Iheoma U. Iruka, Ph.D.

Equity Research Action Coalition at FPG, The University of North Carolina at Chapel Hill

Mary C. Edwards, Ed.M.

Equity Research Action Coalition at FPG, The University of North Carolina at Chapel Hill



Equity Research Action Coalition

UNC Frank Porter Graham Child Development Institute

Reference:

Black Child National Agenda: America Must Deliver on its Promise

Acknowledgments:

The National Black Child Development Institute

The Children's Equity Project

Alexandria Forte, Equity Research Action Coalition at FPG,
The University of North Carolina at Chapel Hill

Allyson Jones, National Black Child Development Institute

Gloria Blevins, Black Child Development Institute-Cleveland

Angela Burch-Octetree, Jenna Nelson, Christin Davis, and Susan Butler Staub,
NC Early Education Coalition

Graphic Design by Linda Graham Design LLC


This work was supported by funding from Pritzker Children's Initiative.

Overall Progress

As you work to embed equity across state plans and/or to establish an equity strategic plan, you should identify where more attention, funding, or supports might be needed. This table is intended to help you track your overall progress in assessing and meeting each policy priority.

Policy Priority	Several activities underway to advance goal	At least one activity underway to advance goal	Plans in place, but implementation not yet started	Plans and implementation not yet started
1. Maintain Child Tax Credits and Income Supports				
2. Address Racial Disparities in Wages and Career Advancement Opportunities				
3. Invest in Black-Owned and Black-Led Businesses, Organizations, and Institutions				
4. Expand the Family and Medical Leave Act				
5. Expand Health Insurance				

Overall Progress Table continues on the next page. 

Overall Progress Table continued from the last page. 

Policy Priority	Several activities underway to advance goal	At least one activity underway to advance goal	Plans in place, but implementation not yet started	Plans and implementation not yet started
6. Expand Universal Access to Early Care and Education				
7. Address Harsh and Unfair Discipline Practices				
8. Ensure Equity in Early Intervention and Special Education				
9. Ensure Culturally Responsive Curricula and Practices through Workforce Development and Training				
10. Pass Reparations				

Priority 1: Maintain Child Tax Credits and Income Supports

Current Policy Landscape

Directions: In the blank cells below, provide a critical assessment of the current landscape in policy, data, and funding.

A. Policy	
1. What are the demographics of the community that benefit most from the Child Tax Credits and Income Support?	
2. What income supports are currently available in your community?	
B. Data	
1. What data do we have?	
2. What does it mean?	
3. What data do we need?	

Priority 1 Current Policy Landscape Table continued on the next page 

C. Funding	
1. How can you utilize your current budget to realize this plan?	
2. Is there flexible federal, state, or local funding that can be allocated toward achieving your policy goal implementation?	
3. What additional funding is needed?	
4. How can you use American Rescue Plan Act funding, or other recent federal funding, to support your plan?	
D. Structural Barriers to Implementation	
1. What key cross-sector partnerships must you build to address these barriers?	
2. What key actions must you engage in to overcome these barriers?	

Strategic Plan and Timeline

Directions: Fill out the action steps, persons responsible, and target completion dates across each benchmark to track progress toward the policy goal. The final row is left blank for communities to establish an additional benchmark.

Plan for Priority 1: Maintain Child Tax Credits and Income Supports			
Benchmarks	Action Steps (steps to accomplish benchmarks)	Person(s) Responsible	Target Date
1. US Congress: make the child tax credit passed in the American Rescue Plan permanent.	A.	A.	A.
	B.	B.	B.
2. State and Local governments: provide guaranteed income supports to supplement low-income families.	C.	C.	C.
	D.	D.	D.
3.	E.	E.	E.
	F.	F.	F.

Priority 2: Address Racial Disparities in Wages and Career Advancement Opportunities

Current Policy Landscape

Directions: In the blank cells below, provide a critical assessment of the current landscape in policy, data, and funding.

A. Policy	
1. What career advancement opportunities exist? In the community in general? In early child care and education?	
2. What is the current minimum wage in your community? Are there policies that are seeking to increase the minimum wage?	
3. What is the average starting wage of the organization/field?	
4. Are there currently any policies in place that address the gender and race wage gap?	
B. Data	
1. What data do we have?	
2. What does it mean?	
3. What data do we need?	

Priority 2 Current Policy Landscape Table continued on the next page 

C. Funding	
1. How can you utilize your current budget to realize this plan?	
2. Is there flexible federal, state, or local funding that can be allocated toward achieving your policy goal implementation?	
3. What additional funding is needed?	
4. How can you use American Rescue Plan Act funding, or other recent federal funding, to support your plan?	
D. Structural Barriers to Implementation	
1. What key cross-sector partnerships must you build to address these barriers?	
2. What key actions must you engage in to overcome these barriers?	

Strategic Plan and Timeline

Directions: Fill out the action steps, persons responsible, and target completion dates across each benchmark to track progress toward the policy goal. The final row is left blank for communities to establish an additional benchmark.

Plan for Priority 2: Address Racial Disparities in Wages and Career Advancement Opportunities			
Benchmarks	Action Steps (steps to accomplish benchmarks)	Person(s) Responsible	Target Date
1. US Congress: pass legislation that prevents employers from paying women, Black people, and other people of color less than men and White people. Ensures equal pay for equal work.	A.	A.	A.
	B.	B.	B.
2. State and local government: pass legislation that address the racial and gender pay gap. Increase the value of child care subsidies and enact starting salary parity for all certified early childhood educators.	C.	C.	C.
	D.	D.	D.
3.	E.	E.	E.
	F.	F.	F.

Priority 3: Invest in Black-Owned and Black-Led Businesses, Organizations, and Institutions

Current Policy Landscape

Directions: In the blank cells below, provide a critical assessment of the current landscape in policy, data, and funding.

A. Policy	
1. What policies are in place that support Black-Owned/Led businesses?	
2. What policies currently hinder Black-Owned/Led businesses?	
3. Are there job training programs that build capacities of and economic opportunities for Black-led businesses and organizations?	
B. Data	
1. What data do we have?	
2. What does it mean?	
3. What data do we need?	

Priority 3 Current Policy Landscape Table continued on the next page 

C. Funding	
1. How can you utilize your current budget to realize this plan?	
2. Is there flexible federal, state, or local funding that can be allocated toward achieving your policy goal implementation?	
3. What additional funding is needed?	
4. How can you use American Rescue Plan Act funding, or other recent federal funding, to support your plan?	
D. Structural Barriers to Implementation	
1. What key cross-sector partnerships must you build to address these barriers?	
2. What key actions must you engage in to overcome these barriers?	

Strategic Plan and Timeline

Directions: Fill out the action steps, persons responsible, and target completion dates across each benchmark to track progress toward the policy goal. The final row is left blank for communities to establish an additional benchmark.

Plan for Priority 3: Invest in Black-Owned and Black-Led Businesses, Organizations, and Institutions			
Benchmarks	Action Steps (steps to accomplish benchmarks)	Person(s) Responsible	Target Date
1. US Congress: Ensure Opportunity Zones are reaching historically marginalized communities.	A.	A.	A.
	B.	B.	B.
2. US Congress: Pass the American Families Plan.	C.	C.	C.
	D.	D.	D.
3. State and local governments: expand funding and investment in historically disenfranchised communities.	E.	E.	E.
	F.	F.	F.
4.	G.	G.	G.
	H.	H.	H.

PRIORITY 3

Priority 4: Expand the Family and Medical Leave Act

Current Policy Landscape

Directions: In the blank cells below, provide a critical assessment of the current landscape in policy, data, and funding.

A. Policy	
1. Does the state have Family and Medical Leave Act (FMLA) policies? Do large organizations/corporations offer FMLA? What do they lack?	
B. Data	
1. What data do we have?	
2. What does it mean?	
3. What data do we need?	

Priority 4 Current Policy Landscape Table continued on the next page 

C. Funding	
1. How can you utilize your current budget to realize this plan?	
2. Is there flexible federal, state, or local funding that can be allocated toward achieving your policy goal implementation?	
3. What additional funding is needed?	
4. How can you use American Rescue Plan Act funding, or other recent federal funding, to support your plan?	
D. Structural Barriers to Implementation	
1. What key cross-sector partnerships must you build to address these barriers?	
2. What key actions must you engage in to overcome these barriers?	

Strategic Plan and Timeline

Directions: Fill out the action steps, persons responsible, and target completion dates across each benchmark to track progress toward the policy goal. The final row is left blank for communities to establish an additional benchmark.

Plan for Priority 4: Expand the Family and Medical Leave Act			
Benchmarks	Action Steps (steps to accomplish benchmarks)	Person(s) Responsible	Target Date
1. US Congress: mandate 12 weeks of unpaid, job-protected leave with continuous health care coverage after birth, adoption, or placement of a foster child.	A.	A.	A.
	B.	B.	B.
2. State and local governments: Expand the Family and Medical Leave Act (FMLA).	C.	C.	C.
	D.	D.	D.
3.	E.	E.	E.
	F.	F.	F.

Priority 5: Expand Health Insurance

Current Policy Landscape

Directions: In the blank cells below, provide a critical assessment of the current landscape in policy, data, and funding.

A. Policy	
1. Has your state expanded access to health insurance through the Affordable Care Act? What percentage of people in your community have health insurance? How many are uninsured?	
2. What are the demographics of those with and without insurance in your community?	
B. Data	
1. What data do we have?	
2. What does it mean?	
3. What data do we need?	

Priority 5 Current Policy Landscape Table continued on the next page 

C. Funding	
1. How can you utilize your current budget to realize this plan?	
2. Is there flexible federal, state, or local funding that can be allocated toward achieving your policy goal implementation?	
3. What additional funding is needed?	
4. How can you use American Rescue Plan Act funding, or other recent federal funding, to support your plan?	
D. Structural Barriers to Implementation	
1. What key cross-sector partnerships must you build to address these barriers?	
2. What key actions must you engage in to overcome these barriers?	

Strategic Plan and Timeline

Directions: Fill out the action steps, persons responsible, and target completion dates across each benchmark to track progress toward the policy goal. The final row is left blank for communities to establish an additional benchmark.

Plan for Priority 5: Expand Health Insurance			
Benchmarks	Action Steps (steps to accomplish benchmarks)	Person(s) Responsible	Target Date
1. State: approve coverage under the Medicaid expansion.	A.	A.	A.
	B.	B.	B.
2.	C.	C.	C.
	D.	D.	D.

Priority 6: Expand Universal Access to Early Care and Education

Current Policy Landscape

Directions: In the blank cells below, provide a critical assessment of the current landscape in policy, data, and funding.

A. Policy	
1. What are the early care options available in your community? Public? Private? Full-time? Part-time?	
2. What sources fund your early childhood programs?	
3. How is funding currently allocated? What factors does your funding formula consider?	
4. What are the demographics of the communities that get the most funding? What are the demographics of the communities that get the least funding?	
B. Data	
1. What data do we have?	
2. What does it mean?	
3. What data do we need?	

Priority 6 Current Policy Landscape Table continued on the next page 

C. Funding	
1. How can you utilize your current budget to realize this plan?	
2. Is there flexible federal, state, or local funding that can be allocated toward achieving your policy goal implementation?	
3. What additional funding is needed?	
4. How can you use American Rescue Plan Act funding, or other recent federal funding, to support your plan?	
D. Structural Barriers to Implementation	
1. What key cross-sector partnerships must you build to address these barriers?	
2. What key actions must you engage in to overcome these barriers?	

Strategic Plan and Timeline

Directions: Fill out the action steps, persons responsible, and target completion dates across each benchmark to track progress toward the policy goal. The final row is left blank for communities to establish an additional benchmark.

Plan for Priority 6: Expand Universal Access to Early Care and Education			
Benchmarks	Action Steps (steps to accomplish benchmarks)	Person(s) Responsible	Target Date
1. US Congress: Increase funding for the Early Head Start-Child Care partnerships and expand it to preschool- age children through new Head Start-Child Care and Head Start- Pre-K Partnerships.	A.	A.	A.
	B.	B.	B.
2. Federal agencies: establish a culturally responsive, trauma- sensitive universal early care and education model.	C.	C.	C.
	D.	D.	D.
3. State and local agencies: establish universal programs for children birth to age 5.	E.	E.	E.
	F.	F.	F.
4.	G.	G.	G.
	H.	H.	H.

Priority 7: Address Harsh and Unfair Discipline Practices

Current Policy Landscape

Directions: In the blank cells below, provide a critical assessment of the current landscape in policy, data, and funding.

A. Policy	
1. Are there any policies in place that guide discipline practices at schools in your community?	
2. What are the discipline practices in your community? Is corporal punishment allowed? Is expulsion and suspension allowed in your public schools? Private schools?	
3. What policies currently exist that support educators in promoting child development and social-emotional wellness, and understanding the role of bias in discipline?	
B. Data	
1. What data do we have?	
2. What does it mean?	
3. What data do we need?	

Priority 7 Current Policy Landscape Table continued on the next page 

C. Funding	
1. How can you utilize your current budget to realize this plan?	
2. Is there flexible federal, state, or local funding that can be allocated toward achieving your policy goal implementation?	
3. What additional funding is needed?	
4. How can you use American Rescue Plan Act funding, or other recent federal funding, to support your plan?	
D. Structural Barriers to Implementation	
1. What key cross-sector partnerships must you build to address these barriers?	
2. What key actions must you engage in to overcome these barriers?	

Strategic Plan and Timeline

Directions: Fill out the action steps, persons responsible, and target completion dates across each benchmark to track progress toward the policy goal. The final row is left blank for communities to establish an additional benchmark.

Plan for Priority 7: Address Harsh and Unfair Discipline Practices			
Benchmarks	Action Steps (steps to accomplish benchmarks)	Person(s) Responsible	Target Date
1. US Congress: ban all exclusionary practices.	A.	A.	A.
	B.	B.	B.
2. State and local governments: eliminate the use of all exclusionary practices.	C.	C.	C.
	D.	D.	D.
3.	E.	E.	E.
	F.	F.	F.

Priority 8: Ensure Equity in Early Intervention and Special Education

Current Policy Landscape

Directions: In the blank cells below, provide a critical assessment of the current landscape in policy, data, and funding.

A. Policy	
1. What are your current policies or processes for identifying potentially eligible children?	
2. What are your current evaluation protocols?	
3. Do your protocols attend to bias in identification?	
4. Do your protocols ensure that the identified delay or disability is not due to the child not speaking English?	
B. Data	
1. What data do we have?	
2. What does it mean?	
3. What data do we need?	

Priority 8 Current Policy Landscape Table continued on the next page 

C. Funding	
1. How can you utilize your current budget to realize this plan?	
2. Is there flexible federal, state, or local funding that can be allocated toward achieving your policy goal implementation?	
3. What additional funding is needed?	
4. How can you use American Rescue Plan Act funding, or other recent federal funding, to support your plan?	
D. Structural Barriers to Implementation	
1. What key cross-sector partnerships must you build to address these barriers?	
2. What key actions must you engage in to overcome these barriers?	

Strategic Plan and Timeline

Directions: Fill out the action steps, persons responsible, and target completion dates across each benchmark to track progress toward the policy goal. The final row is left blank for communities to establish an additional benchmark.

Plan for Priority 8: Ensure Equity in Early Intervention and Special Education			
Benchmarks	Action Steps (steps to accomplish benchmarks)	Person(s) Responsible	Target Date
1. US Congress: Fully fund the Individuals with Disabilities Education Act (IDEA).	A.	A.	A.
	B.	B.	B.
2. Federal agencies: request disaggregated data to ensure no racial and gender disparities in over or under representation.	C.	C.	C.
	D.	D.	D.
3a. State agencies: Track and address racial, gender, income, language, and disability disparities in access and high-quality inclusive placements. 3b. Invest in structural reforms.	E.	E.	E.
	F.	F.	F.
4.	G.	G.	G.
	H.	H.	H.

Priority 9: Ensure Culturally Responsive Curricula and Practices through Workforce Development Training

Current Policy Landscape

Directions: In the blank cells below, provide a critical assessment of the current landscape in policy, data, and funding.

A. Policy	
1. What policy levers exist to influence the content of and access to (e.g., cost, scheduling, language, access to technology, etc.) professional development?	
2. What professional development opportunities exist in your community? In what fields?	
3. What is the required list of topics to attain a professional credential or licensure? Are equity-related topics on the required list?	
4. Is there training of African-centered practices? Are there any required in-service professional development topics? If so, are equity topics included?	
B. Data	
1. What data do we have?	
2. What does it mean?	
3. What data do we need?	

PRIORITY 9

Priority 9 Current Policy Landscape Table continued on the next page

C. Funding	
1. How can you utilize your current budget to realize this plan?	
2. Is there flexible federal, state, or local funding that can be allocated toward achieving your policy goal implementation?	
3. What additional funding is needed?	
4. How can you use American Rescue Plan Act funding, or other recent federal funding, to support your plan?	
D. Structural Barriers to Implementation	
1. What key cross-sector partnerships must you build to address these barriers?	
2. What key actions must you engage in to overcome these barriers?	

Strategic Plan and Timeline

Directions: Fill out the action steps, persons responsible, and target completion dates across each benchmark to track progress toward the policy goal. The final row is left blank for communities to establish an additional benchmark.

Plan for Priority 9: Ensure Culturally Responsive Curricula and Practices through Workforce Development Training			
Benchmarks	Action Steps (steps to accomplish benchmarks)	Person(s) Responsible	Target Date
1. US Congress: Ensure Opportunity Zones are reaching historically marginalized communities.	A.	A.	A.
	B.	B.	B.
2. US Congress: Pass the American Families Plan.	C.	C.	C.
	D.	D.	D.
3. State and local governments: expand funding and investment in historically disenfranchised communities.	E.	E.	E.
	F.	F.	F.
4.	G.	G.	G.
	H.	H.	H.

Priority 10: Pass Reparations

Current Policy Landscape

Directions: In the blank cells below, provide a critical assessment of the current landscape in policy, data, and funding.

A. Policy	
1. Are there any reparative policies or practices currently in place in your community? If yes, what are they?	
B. Data	
1. What data do we have?	
2. What does it mean?	
3. What data do we need?	

Priority 10 Current Policy Landscape Table continues on the next page 

C. Funding	
1. How can you utilize your current budget to realize this plan?	
2. Is there flexible federal, state, or local funding that can be allocated toward achieving your policy goal implementation?	
3. What additional funding is needed?	
4. How can you use American Rescue Plan Act funding, or other recent federal funding, to support your plan?	
D. Structural Barriers to Implementation	
1. What key cross-sector partnerships must you build to address these barriers?	
2. What key actions must you engage in to overcome these barriers?	

Strategic Plan and Timeline

Directions: Fill out the action steps, persons responsible, and target completion dates across each benchmark to track progress toward the policy goal. The final row is left blank for communities to establish an additional benchmark.

Plan for Priority 10: Pass Reparations			
Benchmarks	Action Steps (steps to accomplish benchmarks)	Person(s) Responsible	Target Date
1. US Congress: Pass H.R. 40.	A.	A.	A.
	B.	B.	B.
2. State and local governments: study, recommend, and implement appropriate reparations.	C.	C.	C.
	D.	D.	D.
3.	E.	E.	E.
	F.	F.	F.