

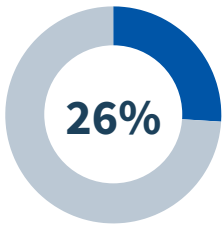
Race Equity Measures: Annual Update

Report Time Frame: Fiscal Year 2022 (July 2021-June 2022)

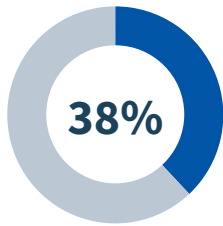
In 2020, Stamford Cradle to Career (SC2C) **stated our commitment to racial equity** by defining four key areas our resources can impact as a result of centering racial equity in our work. Looking at equity as the result of our practices, communication, inclusion, and advocacy, we are excited to present updates on measures we use to evaluate our progress and move our work forward.

Focus Area 1: Centering BIPOC Voices

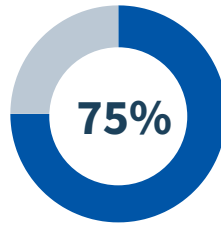
Ensuring a diverse group of voices, leaders, and staff at SC2C



CAN Members Who Identify as BIPOC



Executive Team Members Who Identify as BIPOC



SC2C Staff Members Who Identify as BIPOC

Ensuring transparent communication internally and externally

Network members who **feel a sense of ownership** for the results/products of their work with SC2C

74%

Network members who feel **they have enough communication** to make informed decisions in their work with SC2C

88%

Involving Youth & Families

Involving and collaborating with youth and families was a key focus of our work during this reporting period. In the past year, we have brought youth and family voice to our work in the following ways...



Created a Parent Engagement Advisory - **10** community members who meet monthly and help give feedback and spread our work to their communities.



Created a Youth Leadership Internship - offering **5** high school youth a year-long opportunity to create projects and provide input related to our work.

Focus Area 2: Breaking down policies & power structures by shifting internal practices to center equity



Ensuring all community facing events offer Spanish interpretation and translating materials into Spanish



Expanding the methods by which we share information with families to include a Whatsapp group alongside email, social media, and community events



Amplifying efforts of organizations striving to make Stamford more equitable like the Alliance for Black Achievement and making the Board of Ed more accessible to families

Focus Area 3: Employing a restorative approach to relationships

Our ongoing Restorative Practice trainings offer professionals, families, and others the opportunity to learn about building and improving relationships. By understanding how to repair harm with empathy and through dialogue we strengthen our bonds as a community.

295

Community members took part in a Restorative Practice Training session during FY 2022

50.5

Total hours of Restorative Practice trainings happened in FY2022 (5 total trainings)

Focus Area 4: Advocating for justice by challenging policies & systems

Supporting State-wide Policy Change

In March 2022, we organized with partners to promote "A Day Without Childcare" to highlight the importance of childcare and the lack of affordable options for families. SC2C also sits on committees that elevate local needs to lawmakers in Hartford.



Securing State Funding

SC2C, along with our sister cities of Norwalk, Waterbury, and Bridgeport, were able successfully secure state funding towards our Collective Impact approach to solving local needs. This funding highlights the growing awareness of the effect Collective Impact can have in communities.