

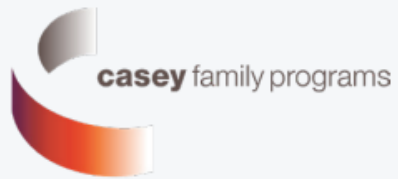


# **APPLYING RACE EQUITY STRATEGIES THROUGHOUT THE CONTINUOUS QUALITY IMPROVEMENT PROCESS (CQI)**

**A Think Tank Session for CQI Practitioners and Organizational leaders**

# ACKNOWLEDGEMENT

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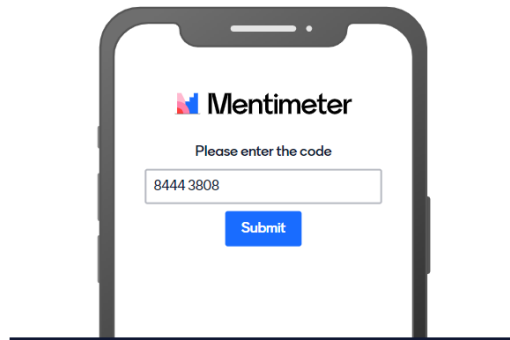
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# INTRODUCTIONS - [MENTIMETER](https://www.menti.com)

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# GOALS AND OBJECTIVES

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Shared understanding of:

- A set of guiding principles that support equity
- Strategies and action steps for centering race equity within the core functions of the CQI process
- Strategies for systematically engaging, in the CQI process, individuals who are involved in or effected by the programs and services offered by an organization
- The benefits of centering race equity and stakeholder engagement in CQI efforts

**Race Equity  
and  
Continuous Quality Improvement**

## BEFORE WE BEGIN... WHAT DO WE MEAN BY CONTINUOUS QUALITY IMPROVEMENT (CQI)?

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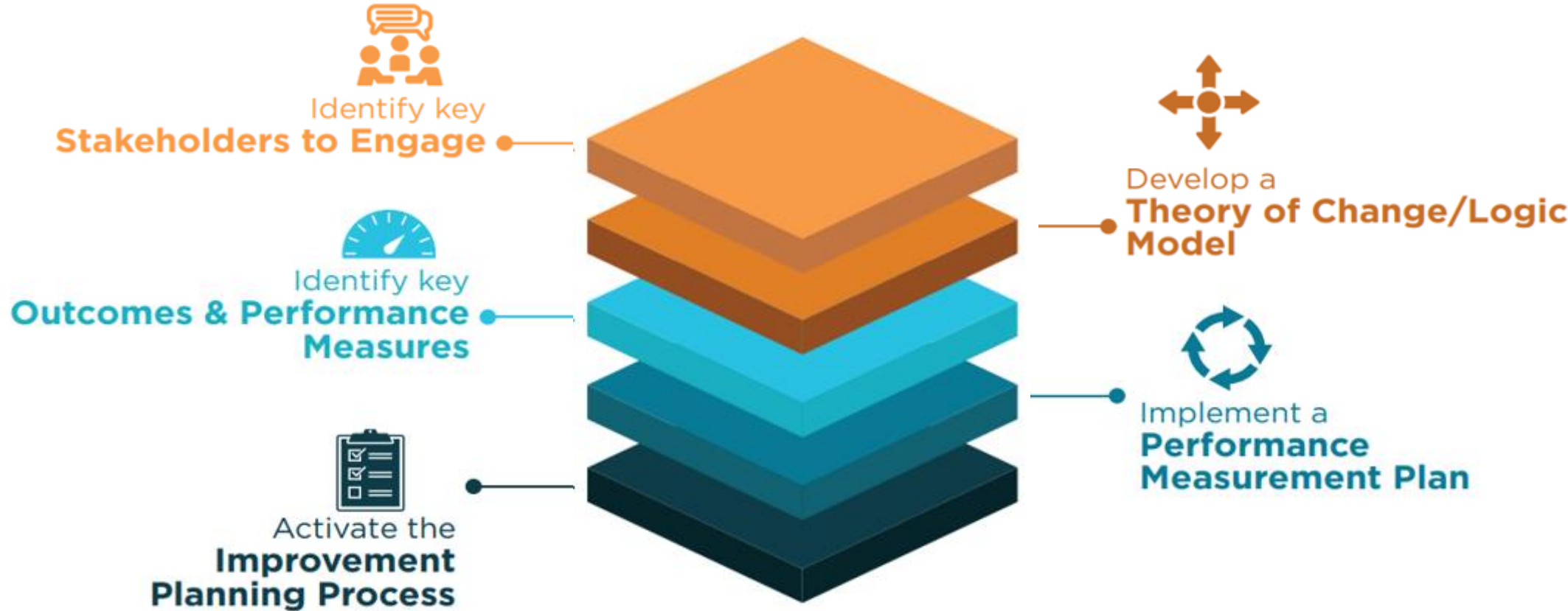
**CQI is a complete process for identifying, describing, and analyzing strengths and problems and then testing, implementing, learning from, and revising solutions.<sup>1</sup>**

It relies on an organizational culture that is proactive, that supports **continuous learning**, and that is firmly grounded in the overall mission, vision, and values of the agency. Perhaps most importantly, it is dependent upon the **active inclusion** and participation of people with a diverse set of experiences throughout the process, including staff at all levels of the agency as well as **children, youth, families, and other stakeholders**.

<sup>1</sup>Administration on Children, Youth and Families. (August 27, 2012). Establishing and Maintaining Continuous Quality Improvement (CQI) Systems in State Child Welfare Agencies [ACYF-CB-IM-12-07].

# FOUNDATIONAL CQI ACTIVITIES

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# WHAT IS RACE EQUITY?

- Race equity is a **process** of eliminating racial disparities and **improving outcomes** for everyone. It is the **intentional** and **continual practice** of changing policies, practices, systems, and structures by **prioritizing measurable change** in the lives of people of color.

\*Definition obtained from [raceforward.org](http://raceforward.org)



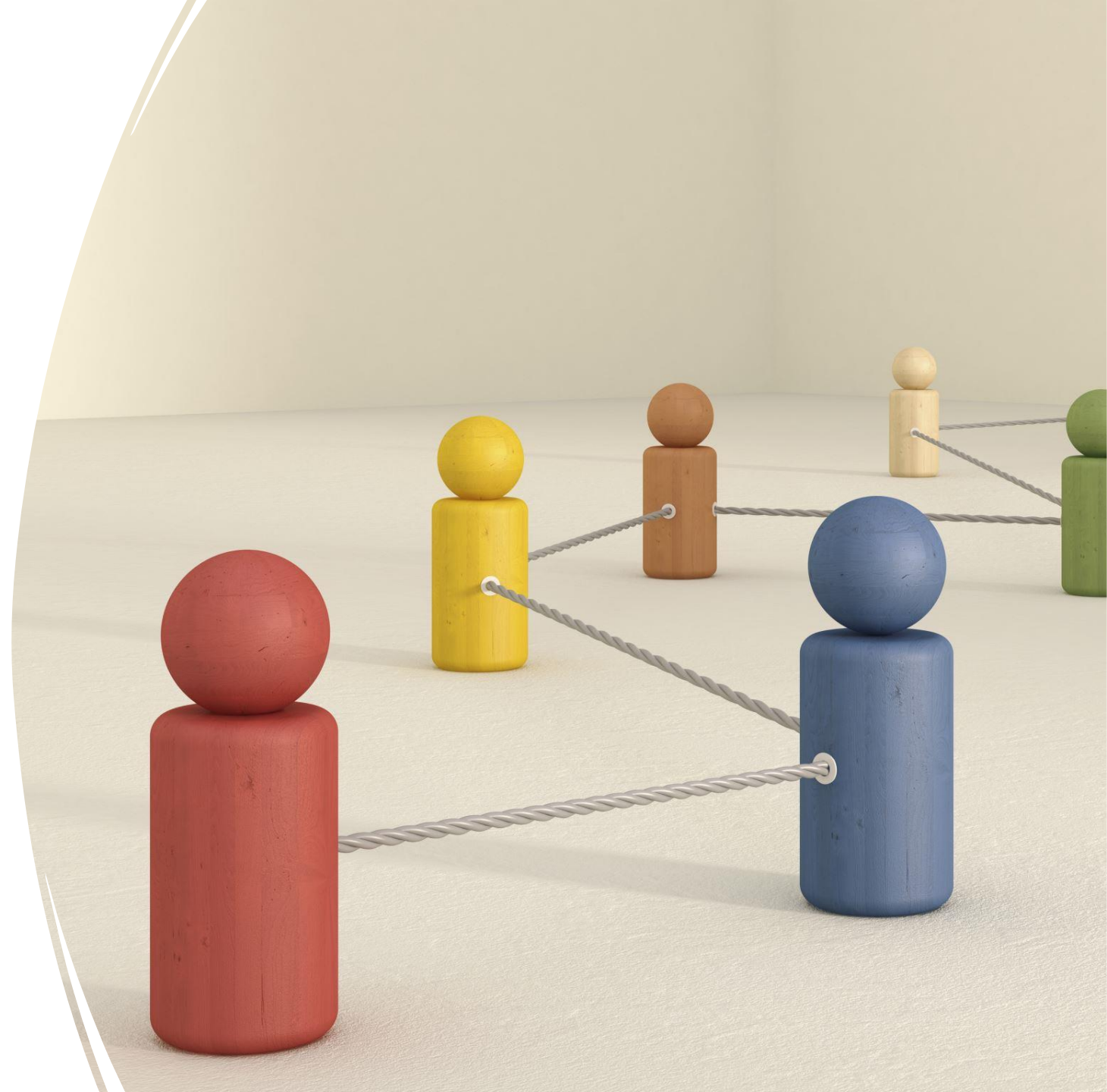


## BACKGROUND

- Reference tool for CQI leaders and practitioners
- The application of specific strategies and action steps throughout the CQI process

# ENGAGING STAKEHOLDERS

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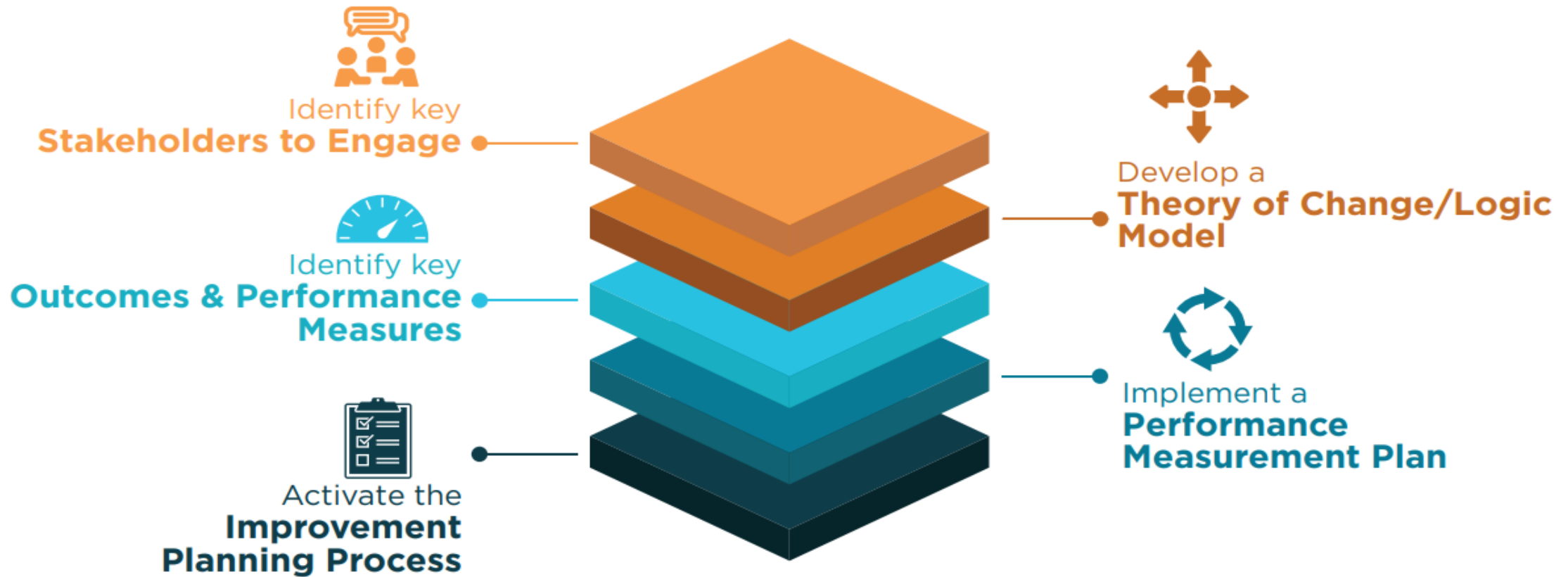
# GUIDING PRINCIPLES



SUGGESTED CITATION: Green-Rogers, Y., Carpenter, C., Leicht, C., Miller, S., Phillips, C., Rudlang-Perman, K., Hickenbottom, A., Moore, E., Santos, C., & Day, A. G. (2022). Applying race equity strategies throughout the Continuous Quality Improvement (CQI) process.

# FOUNDATIONAL CQI ACTIVITIES

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# OVERARCHING RACE EQUITY STRATEGIES

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Build and expand partnerships across organizations to increase collective impact.

Center the interests, values, and desired outcomes of communities of Black, Indigenous, and people of color in CQI and evaluation efforts (Dean-Coffey et al., 2014; Center for Evaluation Innovation et al., 2017).

Establish an understanding of race equity and inclusion principles by CQI leaders and those involved in the CQI process (Annie E. Casey Foundation, 2018).

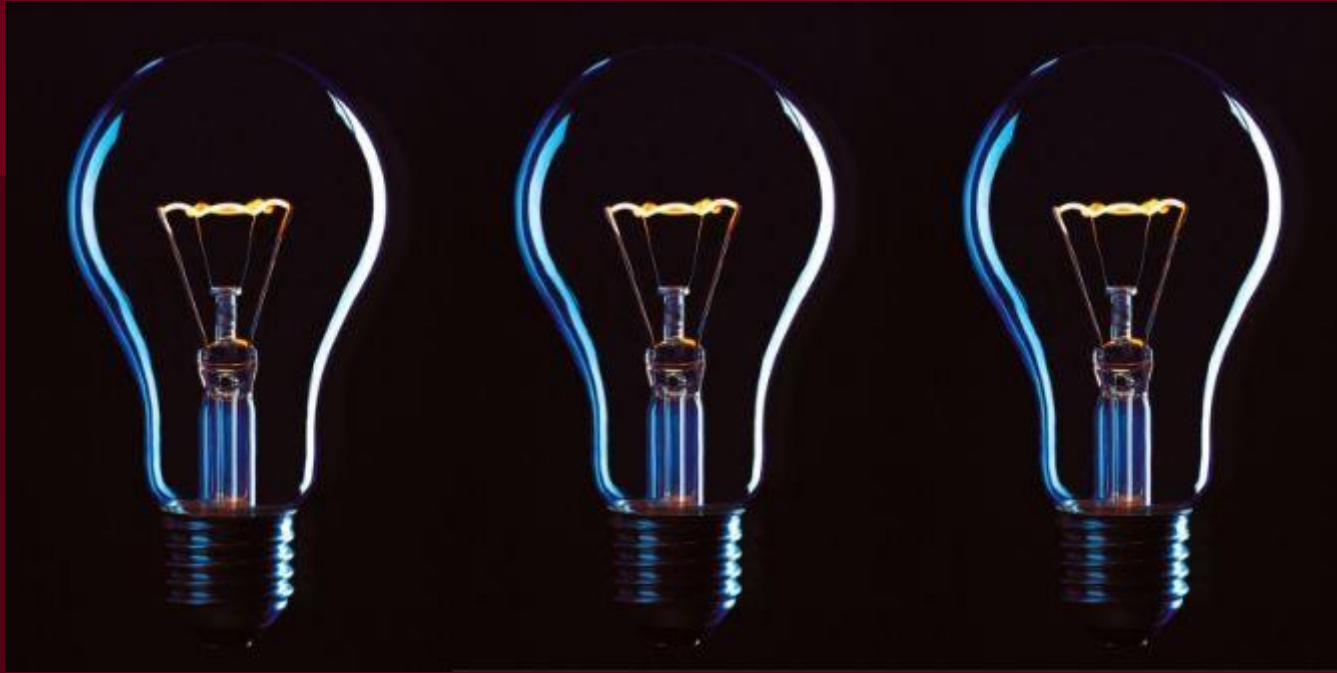
Devote money and time toward efforts that allow for relationship building with community participants for co-designing and testing instruments, planning, data collection, and dissemination (Center for Evaluation Innovation et al., 2017).

Create an advisory board dedicated to youth and family voice that includes multiple perspectives.

Add youth and family voices to an existing CQI or strategic planning advisory board. These voices should not be tokenized (Daya et al., 2020).

Engage in self-reflection on how your values manifest into perceptions, attitudes, and other types of judgements – prejudicial or not (PPA, 2015).

Examine your own background and biases and how they influence your worldview and ways of being/working.



# THINK TANK INSTRUCTIONS



# GUIDING QUESTIONS

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When you think about implementing these strategies and action steps

- What is missing or unclear?
- What challenges do you see with implementing the action steps?
- How might you approach implementing the action steps?



# BENEFITS OF CENTERING RACE EQUITY IN CQI

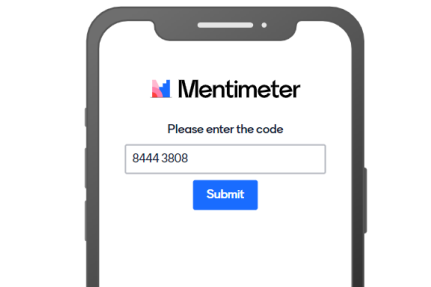


# WRAP-UP

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What is one key idea you will take away from this exercise to inform your own race equity in CQI journey?

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**THANK YOU!**