



Parent Aware Equity Report March 17, 2022

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Parent Aware Equity Report Legislation

The Minnesota Department of Human Services was directed to provide the Parent Aware equity report.

- Minnesota Laws of 2021, 1st Special Session. [Chapter 7, art. 14, misc., sec. 4, subd. 4]

Required:

- Conduct outreach to a racially, ethnically, culturally, and geographically diverse group of providers
- Identify any barriers that prevent the providers from pursuing a Parent Aware rating
- Summarize and submit the results of the outreach and a plan for reducing those barriers
- Due: March 1, 2022.

Outreach and engagement process

Conducted through contract with Carroll, Franck and Associates. Used a multi-layered outreach campaign to reach racially and geographically diverse providers.

March 1, 2022 deadline for this report was a challenge.

The process included:

- Leveraging other reports and processes, including the Family Child Care Task Force Report and the Parent Aware Racial Equity Report
- One on one phone interviews
- Online small group sessions
- Online survey

Outreach and engagement process, continued

Interviewers were:

- Demographically aligned to providers to the extent possible
- Spoke languages including Spanish, Hmong, Somali, Urdu, in addition to English

Participants:

- Participants were BIPOC providers, and white Greater Minnesota providers
- Stakeholders from the Twin Cities metro and greater Minnesota

Providers were asked:

- What prevents them from earning or maintaining a Parent Aware rating, and what would be helpful in overcoming those barriers

Barriers identified fall into the following categories:

- Process consistency, information and perceptions
- Geographic and technology access, experience, literacy
- Cultural proficiency, relationships, trust
- Language access, jargon
- Expertise definitions, recognition.

The report provides a plan for reducing identified barriers, including strategies in the following categories:

- Changes to the Parent Aware advisory committee structure required to make lasting, ongoing improvements.
- Short-term strategies that can begin prior to completion of a major forthcoming Parent Aware evaluation to be carried out February 2022 through December 2024.
- Long-term strategies that need more time to be developed, or cannot be started prior to completion of the evaluation and addressed January 2024 through June 2026.

Updates to the Parent Aware Advisory Committee structure are underway and will be implemented soon.

Short-term strategies include:

- Updating forms, the Parent Aware data system, marketing materials, timing of cohorts, and grants payment process
- Efforts to improve access technology, training, and coaching, especially coaching in languages other than English, and
- Increased outreach for higher education scholarships.

Long-term strategies

Long-term strategies:

- Post evaluation changes; evaluation funded and required per 2021 legislation; Child Trends was selected to conduct the evaluation. Report due Dec 31, 2024.
- Improvements to data collection, including data on provider race and ethnicity
- Training on cultural proficiency and responsive instruction, flexible pathways for training and degrees, and exploration of new peer-to-peer supports strategies
- Updating Parent Aware standards and indicators, forms, and data systems
 - 2022 – 2024: ideas for changes developed and vetted through public engagement
 - November 2024 – June 2025: decision-making and announcement of changes
 - June 2026: new standards and indicators full implemented



Questions?

Child Development Services