



Equity Summit attendees were provided a survey intended to support their learning and encourage reflection on what they wanted to share with you.

The survey included the following questions:

- What piqued your curiosity?
- What did you find yourself paying attention to?
- What surprised you or made you uncomfortable and why?
- What themes and/or conversations being discussed at this conference would you like to continue in CT?
- What is happening in CT that you wish was represented at this conference?
- Who else (individuals or groups) do you think would benefit from having attended this conference?

What piqued your curiosity?

- I was inspired by the Equity Conference.
- I most curious about how to relate the new learning to the areas of need within my own work, district, and state. I found myself curious and motivated to compare which indicators my community is already collecting data on compared to the areas where additional data could be collected to gain a better holistic picture of our children and families.
- Raj, the economist's comment, that we won't be able to redistribute wealth but can create Equity of Opportunity for all people.
- Work around discipline that does not start the school to prison pipeline. Work with restorative justice, peace rooms, etc...
- The ongoing conversation about whether strongest message is grounded in social justice or economic imperative.
- CT seems to be one step behind cities such as Boston/NY etc. dealing with gentrification and push out. We should be able to get a head start on issues around gentrification and push out.

- The reminder that MLK did not say "I have an issue"... The reminder to bring all issues back to the core values.
- Opening Plenary and presentation by Raj Chetty & presentation by panel on "Community Resilience: How local groups are shaping the national agenda." The effects climate changes have had on people in poverty - very interesting.
- The statistical analysis of areas that allow for higher mobility in earnings between lowest and highest quintile; and the conditions that allow for this mobility.
- Equity (i.e., creating opportunities for children of all socio-economic strata) leads to economic growth for everyone.
- How the summit's focus might NOT relate to my community
- On a smaller level, how the state program I am associated with is using the race data they are collecting and how we can better use it to hold us accountable.
- How we can take what we have learned during the past 10 years from Graustein Memorial and apply it to a greater audience, (beyond early childhood) broader partnerships, (within the city), and truly improve the overall economy and quality of living for all members of the community.
- I wanted to find out more on how the Promise Neighborhoods are working. Some are doing work at the family level (ie NAZ).
- The concept of racial bias that is so embedded in culture that we don't even see it. It's "just the way it is."
- The awesome use of data to support change.
- This seemed like an opportunity to learn more ways to approach the areas of inequality.
- The range of experiences and backgrounds of the conference participants - why they were attending, the work they are doing, how they see this work going forward.
- One of the best takeaways was when someone said " when I'm in your space I have your back; when you in my space you have my back" meaning that when we talk about inequities in housing we have to mention race and education and healthcare...when people are talking about immigration we can't segregate out conversations about wages or racism. They all tie together.
- Everything.... the power of the spiritual experience there... connecting through conversation, arts, panels. The power of a massive conference of strangers convened to generate equity across our land and the joyful culture created. The power of conversation. Banks that combat predatory lending practices that especially affect the poor.
- Cutting through the red tape of local politics piqued my curiosity.

What did you find yourself paying attention to?

- I always take video of my travels and experiences and I found myself captured with the art and diversity within the location in addition to the diverse backgrounds and experiences of both the presenters and the participants.
- I found myself thinking that the solutions were too few and too late. I was listening for the mention of intervening early and the instruction of social skills at early ages. Even in the school climate workshop, the focus was on high school kids only.
- Honestly, there wasn't one session that I didn't get something out of.
- One of my takeaways was the importance of power/movement building. Not that our work should shift from systemic policy changes- but a reminder that policy work is most successful when done hand in hand with public will/power/movement building.
- The messages of equity around your table and how it relates to the work we are currently doing in early childhood.
- Strategies for creating conditions on the ground- the "what can I do?" recommendations from experts. I thought the panel on "cradle-to-career" programs and how to plan for them was particularly helpful.
- Issues of food security and how small communities can move from initiatives to sustainability Issues related to young people and especially working to invest youth, especially people of color and black males, into the mainstream.
- The power from the energy and motivation of the speakers.
- What we have already done right, how the community can now plan on even a larger scale including the base of partners, and how to begin planning to move forward, and what data and research is needed to start getting the message out there.
- Heard loud and strong that community conversation are critical, need to create a plan and identify the strategies that will work and gather data along the way to determine the success of the strategies. I was also gave a lot of thought on how the Discovery Community should reflect on the partnerships which already exist through work groups and how they have extended to improve engagement of families and neighborhoods, especially where our immigrant families are living in the downtown area of the town.
- Wondered if the local community foundation would provide a planning grant, or some funding for planning that goes beyond what the city is currently doing to improve the economic climate of Torrington. Torrington needs to embrace its immigrant population on a broader scale than how it currently is happening. There is such potential through the manufacturers coalition, the

chamber of commerce, and hopefully the school district. The complexion of the city councils, board of education is what needs to change so the immigrant voice can be heard.

- Information on how collective impact is being implemented by other communities and the systems they have in place. I constantly was comparing our city to others I heard about and thinking about ways to improve.
- Over and over I heard, engage the people of the community you are working with to determine the need, get the data, and then use the data to inform next steps within the community. All community needs are different. No cookie cutter approaches.
- What a smart, interesting, diverse group was present. It made me realize that we (big we) aren't doing enough to cultivate leaders of color in our CT work.
- The ways that place factors into equity, especially during childhood; the intersection of climate/environment and poverty; the mistakes in breaking down issues just by "white" and "people of color" (since that classification, while useful in certain circumstances, ignores important distinctions and different experiences within the POC category)
- Loved the open diverse opportunities for discussion about challenging topics with a large group of people and a similar framework. Loved the artists integrated throughout. Lots of the summit was in the head, then the opportunity to feel the issues through the arts. Fabulous!
- Mobilizing action in our communities. Cross Sector engagement. Listening to and empowering our community voices. Moving conflict strategically. Agree to be disruptive.
- All of the plenary sessions and the forum Black Lives Matter were powerful, thought provoking, informative and compelling.
- The plenary sessions were GREAT. The caliber of speakers and their knowledge in their respective field was awe-inspiring. Although we know things are inequitable, the depth of knowledge they brought to the conversation was informative.
- Impact of "place" (Chetty) on upward mobility. Parents' income closely related to patent rates. States with lowest mobility have weakest unions. Being more equitable=being more productive, esp. through a justice lens. Place matters more for boys than girls. Zero tolerance policies fuel school-prison pipeline. Some adults in schools behave with inhumane disdain for parents... need to change the narrative and recognize that treatment as structural racism. America has a lot of talent, but kids don't know how to present themselves. Highest rate of chronic absenteeism is among five year olds.

- I found myself paying attention to the passion/energy and knowledge that the younger participants had. Their thought provoking, unapologetic comments made a lasting impression on those in attendance.

What surprised you or made you uncomfortable and why?

- There was one workshop on school discipline that I found myself very uncomfortable in. As a teacher, I felt that the perspective could have been better represented.
- There were a few instances of "white hate". It did make me uncomfortable because it is hard to feel responsible for actions that I did not commit especially when so many "white people" were in attendance. I still noticed a lot of stereotyping, grouping by color, and assumption of experience based upon color. At the same time, I was frustrated by the lack of positive movement made in so many communities in the US. We should be able to do far better than this for people of all colors and economic standing.
- The BlackLivesMatter session made me rather depressed. There is so much anger around years of oppression and treating segments of our country as less than citizens. There also didn't seem to be a place for me in the solution.
- I felt "whiter" than I had ever felt before. We have all been children, but we have not all been children of color. Many of us have cultural ties that ground us in notions of equity and provide us with a strong personal connection to issues of prejudice/injustice. At the equity conference, I felt outside of the lived experience of many.
- Uncomfortable: use of "white man", I felt in some sessions they used that phrase too much.
- Some people in my community argue against smart growth initiatives in the name of maintaining our "rural" character. After hearing the panel on rural equity, I am certain that Mansfield is not, in fact, rural and I don't think we need to worry overly about that label.
- At first, the "cradle-to-career" panel focusing on the work of PolicyLink's neighborhood initiative made me somewhat uncomfortable because I felt like our community was too small to be guided entirely by data in how we develop our programs. However, I started to think about the message, which was really not to get stuck doing what you're doing, and be ready to make hard choices if your plan isn't working. That makes a lot of sense, and I can help implement a more quantitative approach to what our collaborative does in the future.
- The trash and very sad homelessness in the streets of LA
- The individual stories people spoke of were very powerful and really helped paint

a picture of the challenges.

- I attended the session on using social media to get the word out and the speakers were primarily "millenniums" or that is how they referred to themselves in their introductions. They spoke of the power of twitter and hashtags, and the need to tell the story because then the truth will be heard. My concern was with the lack of respect that occurs on twitter, the anger that comes through and the comments that go back and forth then lose the focus of the message. They did comment on the need for a "thick skin" but as in all dialogue on social media there is a loss of the face to face exchange and the need to stop, think, and reflect before making a statement. I wonder if the success that they felt they have achieved through twitter will die as the users get older, (beyond the age of 30), and realize that the blind communication can be as detrimental as beneficial as they think it now is. Is the immediacy that youth believe is so important impact the need to understand delayed gratification and that it takes time to develop a strong foundation for a belief that you want to continue beyond a 45 character communication. Or am I just too old to understand. Or is the real question, how do we establish protocols that demonstrate respect on social media?
- I was surprised at how far ahead we are in our community compared to many others. It was a confidence boost. However, I also know we have a long way to go to get to the Equity I know is needed.
- Contemplating how to challenge the power structure and status quo in a respectful way is something on which I will be spending time.
- I was surprised by the sometimes-militant feel and language. Being a person who tends to lead through love, that was a little hard to take.
- I was surprised that some people where shocked and offended at the passion and "anger" of some of the people presenting.
- How policy driven this work is. How many homeless are in LA. Agree to be disruptive. If partners don't do work (data or otherwise) it's ok to dismiss them.
- How little progress we made in the 70s-90s and how much farther we have to go - that is very discouraging.
- Very sad how much where you are born effects your opportunities. Although CT has its share of race disparities it probably pales in comparison to parts of the south. I was uncomfortable with death threats being made to organizers who are trying to make things better... that shows just how polarized we are on some issues.
- Tenor of Black Lives Matter session. "I don't have patience for democrats. Being progressive has not been good for Black people." and from a reverend: "The faith community kept quiet while the criminal justice system grew. We need an act of repentance. Some profited. Our focus has been in the wrong place."

- I was surprised to see so many people working together for race & equity. Sometimes we get bogged down with what is going on in our own community and we don't realize that there are many others (outside of our community) that are working towards the same things that we are working towards.



CT Delegation to the PolicyLink Equity Summit 2015

What themes and/or conversations being discussed at this conference would you like to continue in CT?

- I think topics on improving communications always carry high relevance in all sectors and I also am excited to continue the discussions about 'Cradle to Career' thinking in terms of new directions within my home district's next steps.
- I would love to see work done around school climate and specifically the instruction of social-emotional and self-regulation skills at all levels but with particular focus in the earliest years.
- Cradle to career/Promise Neighborhoods
- I have established a team to work on restructuring discipline at Andrew Ave. Any support from this group would be welcomed.
- Impact of segregation on individual opportunity and economic prosperity.
- Racism is an economic barrier in this country.
- The value of social capital in improving childhood conditions in a community, and the "nuts and bolts" of how this is done
- Disparities in school discipline: what are the numbers in Connecticut? Is the national trend applicable here as well?
- Regional disparity, food access, race and poverty when they don't (obviously) go together
- As a former educator and school administrator, I am interested in working on

activities within the schools which will help create more culturally responsive teachers, classrooms and schools. Education can play a key role with regards to equity related issues.

- I would love to look at some of the data that was being shared and look at it from our state's perspective.
- Definitely the vision and mission of the Equity Summit and the elements upon which a community must focus to achieve economic stability for all its members.
- I love the idea of challenging the power structures and existent leadership.
- Frankly, I am not young ... but the comments in the last Plenary about the older generation not getting out of the way is a GIANT issue in CT. I go to way to many meetings where I am the youngest. And, by NO means should I be. We will never achieve Equity if we do not cultivate and empower new leaders.
- Equitable opportunity (whether that be in education, jobs, housing, etc.)
- Serving the needs of the people in a community WITH the people and not FOR the people.
- Making sure that real, disaggregated data is being collected.
- Make sure that the real stories are being told, both anecdotally and through data.
- We need to collect data on school interaction, parent participation, municipal and schools representation, etc....Are we regularly looking at these stats to make sure they change?
- How place impacts upward mobility; how transportation can be made better for CT residents (especially transportation between towns).
- Implicit-Bias; engaging and listening to young people - starting with middle school & high school; further explore inter-generational action - senior citizens and young families; how to invite all stakeholders to the table or how to take the table to the people; Would like more discussion on how to engage people who are resistant to the topics discussed and how to find common ground; identifying a source of equity based projects and actions in CT.
- Engaging the most affected. Scaling (down) some of the topics Getting in front of narrative. Business or Strategic plan
- The importance of a focus on the childhood environment, a critical component of which is the education system/schools. The use of big data, the value of and disaggregated data. The importance of vision and changing the popular narrative by humanizing the experiences and the issues. Building bridges between and among efforts so that it becomes and inter sectional movement - crossing boundaries. The power of collective action on the part of parents and students.
- How to incorporate equity in all aspects of services/education.
- Tackling upward mobility locally. Make big economic argument using big data. Transportation as a barrier; predatory lending practices re: cars. Create

opportunities for conversations about race issues. Students can challenge beliefs. Need for community conversations to raise/keep alive issue and generate strategies

- I would love to continue working on including those who may not normally invited to the table to help with decision-making. I would especially like to make sure youth (at least at the high school level) are being invited to the table and given the chance to tell us what they need.

What is happening in CT that you wish was represented at this conference?

- I felt a few more topics related to education & schools and schools would have been helpful for enhancing this conversation. 2 generational approach to eliminating poverty and improving outcomes.
- Focus on the early years for maximizing dollars and preventing many of the behaviors discussed.
- CK3LI is a grant working with 8 schools to close the opportunity gap.
- I felt that there was a lot of focus on urban issues (and some rural), but less on the inequities that apply in a primarily suburban area with some very high-income neighborhoods and some very low-income neighborhoods.
- Connecticut has some specific conditions that I would love to see addressed. For example, what about a low-income family in a wealthy town that doesn't serve its low-income families well, because they're "invisible?"
- I would really love to see some analysis of rates of taxation and how it affects both low-income and high-income families. My suspicion is that higher tax rates on higher earners helps needy families and does not significantly affect businesses and higher-income families.
- Race and poverty when they don't obviously go together.
- The challenge that some cities have funding and opportunities available to them while others, right next door, aren't awarded or given the same attention but are just as needy.
- The work of Graustein Memorial and the work it accomplishes in both major cities and smaller towns.
- I think the work we are doing in New Britain with CBOs and the School District working together is a big coup. We need to highlight these successes and the ways in which the collaboration has made everyone stronger.
- The specific problem of encouraging diversity in some of the smaller towns that are primarily white. Many of these are very old towns that are largely stagnant, with not many people leaving or entering the community. There is a racial bias

that is perceived to be absent because "we just don't have many people of color." Not sure how to begin to change that in real ways.

Who else (individuals or groups) do you think would benefit from having attended this conference?

- I think there are many people/groups that would have gained new insights through this experience including my administration, fellow teachers, parents, and additional community and town representatives. I'm glad I captured much of the conference on video and look forward to editing a piece on this topic within the next couple months in order to share back with my community and the CT group once complete.
- Policy makers Decision makers in local, State, and Federal gov't, BOE members, Youth Services Directors, social workers, counselors,...anyone.
- Housing advocates. Health advocates. Legislators.
- Policy Makers (local, state)
- Town planners, transportation authorities
- Town planners, town managers, I think that some of the groups such as AFCAM and other minority group.
- [Folks from] from our immediate group.
- From the [our city], the mayor, the head of the chamber of commerce, the head of the manufacturers' coalition and the executive director of the [a Theatre and Arts Organization], to name a few.
- I wish our School Rep could have gone. Once a new Superintendent is named, the politics will calm down. I would have loved out\r Mayor to attend. But, frankly, the event was not friendly to business or Republicans; the experience may have turned her off.
- I talked to a Democratic businessman who was on a healthcare panel. He said he was under attack almost the whole time because he works for a business. He was ok with it ... but many would not be. I think change has to happen -- and want to be a part of it. But, change only happens when we welcome EVERYONE to the table, not just those who think like us.
- While it seems unlikely that you would get many volunteers, I believe it would have been helpful for the first selectman in the community I work with to be here. I would guess that it could have been eye opening for the mayors or town leaders of all of the communities we work with to have attended.
- More city and schools leadership. I wish the OEC and CT DOE were there. The Governor, our mayors.
- Family resource centers.

- Probably our state budget issues.
- I don't know - and that is worrisome to me.
- Generating local solutions to address root causes Past conversations on race/equity/"tolerance" "Hello, West Hartford!" Used to have Community Conversations. GMF Race learning work. Everyday Democracy
- Parents, school administrators, school teachers, town officials, senior citizens
- Funders! Branford Cares, Greater New Haven Community Foundation, United Way of Greater New Haven, Branford Community Foundation, Municipal leadership
- I can't think of anyone who would not benefit from having attended this conference. I would have like to have seen more folks from the large systems in CT - government, communication, education, health and human services.
- There are so many people in non-profits that would have benefited but because of budgets were unable to attend...homeless providers, educators, caseworkers, etc. Thank you again for funding us.
- Mayors... to hear the economic imperative, School leaders
- High School students, parent groups from various communities