

WA EARLY CHILDHOOD POLICY FELLOWSHIP



TRANSFORMING THE DECISION-MAKING TABLE

The Washington Early Childhood Policy Fellowship is rooted in the beliefs that:

- Black, Indigenous, People of Color (BIPOC) leaders hold the knowledge, expertise, and transformative power to make necessary community-centered changes in early childhood policy.
- Communities who are most impacted by educational injustices must be represented in positions of power within policy development processes and decision-making in order to identify and address complex, structural inequities that are detrimental to all.

Our fellowship is part of a larger body of work required to make the early childhood policy sector in Washington state more just, inclusive, and effective for children and families.

PROGRAM DESIGN



Fellowship Goals

- **Increase BIPOC leaders in policy:** Draw more people of color into the early childhood policy field who can have immediate impact and position themselves for future leadership opportunities
- **Advance anti-racism in the early childhood policy ecosystem:** Support and strengthen a network of fellowship placement organizations through training and development opportunities to deepen commitment and understanding of centering anti-racism in policy

Fellowship Program Elements

- **Cohort model:** Focused on mid-career individuals state-wide who can be competitive for decision-making roles
- **Employment & learning:** Fellows are placed in organizations for two years, with dedicated time for mentorship and professional development
- **Compensation:** Fellows are provided a salary and benefits to remove barriers to entry
- **Alumni planning:** Prepare for a robust alumni network to strengthen the field over time

WHAT'S AHEAD



Fellowship Build

- **Formalize the infrastructure** for the next phase of the organization's work
- Create a **founding board** charged with establishing the core values, strategic approach, organizational culture, and executive leadership
- Cultivate potential **fellowship placement sites** and organizations
- Develop a **long term fund development plan** to sustain financial support and secure funding for program launch
- Continue to **develop the curriculum** and program materials for the fellowship program

Fellowship Launch Goals

- **Early 2022:** Fully staff the fellowship
- **Spring 2022:** Identify and cultivate a pool of possible placement sites
- **Spring/Summer 2022:** Launch fellow recruitment, selection, and matching process in spring/summer 2022
- **Fall 2022:** Launch the inaugural cohort of Washington Early Childhood Fellows!