

# Theory of Change

## Our Focus Populations

Students\* and children of across New York State, and those from low-income backgrounds across all stages of education, early childhood through higher education systems

Policymakers and decision-makers in education, workforce development, poverty reduction and human services

*\*Every student, regardless of their race or background, deserves an equitable opportunity to succeed. The systemic barriers that disproportionately affect students of color, particularly Black, Latinx, AAPI, and Native American students, persist in our education and economic systems. These barriers limit access to high-quality education, early childhood programs, and pathways to success in higher education and beyond.*

## Our Work

Rigorous Research on Inequitable Journeys through Education System

FOIL requests

Online data tools

Public polls and focus groups

Monitor progress of policy wins and changes

Strong data reveals equity gaps between racial and socioeconomic groups and informs advocacy

Develop Policy Solutions that Address Root Causes of Educational Racial Inequity

Parent / student lab

Lead statewide coalitions and city-level tasks forces

Statewide publications, reports, and briefs

Internally engage DEI training

Community engagement informs policies and provides tools to advocate for solutions

Advocacy at all Levels

Develop compelling messaging

Establish credibility with reporters, legislators, education leaders, etc.

"Convener of conveners"

Public hearing testimonials

## Intended Impact

Children and families experience an early childhood and education system that is inclusive and supportive

Students and families gain economic mobility and stability and are prepared for postsecondary success

Decision-makers have the information and support they need to prioritize policies and guidance that advance racial equity

## Ultimate Social Goal

Student outcomes are recognized as the responsibility and reflection of the system, rather than a reflection of individual students and families

Black, Latinx, AAPI, and Native American families and those from low-income backgrounds thrive in NY's economy and society

Families and children are liberated from the oppressive systems from early childhood through postsecondary education

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