



## Equity Action Plan for Paths to QUALITY™

As a result of a review of the accessibility and effectiveness of Indiana’s Quality Rating and Improvement System, Paths to QUALITY™, the Indiana Family and Social Services Administration's Office of Healthy Opportunities recommended the following high impact, low effort activities to propel the program’s equity priority:

- ✓ Policy and process statements that address nondiscrimination, disability inclusion and accommodations.
- ✓ Language access for state forms, trainings, rating visits and program materials.
- ✓ Cultural humility and responsiveness training for coaches and technical assistance staff.
- ✓ Resource referrals to address basic and social needs that families may have.

The Office of Early Childhood and Out-of-School Learning (OECOSL) is committed to initiating the following activities and efforts in response to these recommendations:

Quick win theme	Activity description	Timeline for implementation
Equity policy and process statements	OECOSL will work with the Office of Healthy Opportunities and PTQ Policy Committee to review the equity policy and statements within the PTQ Policy Manual.	Recommendation for updated statement will be presented to the PTQ Policy Committee in March of 2023.
Language access	OECOSL will work with partners to translate PTQ Forms into Spanish.	November 2022
	OECOSL will work to translate state PTQ forms (e.g. PTQ enrollment form) into Spanish.	October 2023
	OECOSL will work to advise partners to create PTQ resources in multiple languages simultaneously.	Ongoing
	OECOSL will work with the PTQ Raters to clearly define and publicize a process for requesting translation services.	January 2023
Cultural humility and responsiveness training	OECOSL will work to provide cultural humility and responsiveness training to all quality partners.	March 2023
Resource referrals to	OECOSL will continue to work with Child Care Resource and Referral agencies and Indiana 211 to support families in navigating resources and social supports	December 2022



address family social needs	through a 2Gen Approach. OECOSL will send out information through the Monday Must Know to providers on these supports available to families.	
	OECOSL will continue to explore additional partnership opportunities with Indiana 211 to best support families.	Ongoing

OECOSL is grateful to the providers and key stakeholders who participated in the Equity Review Process. We are also considering high effort, high impact projects with OECOSL leadership and will keep providers and stakeholders updated as projects are selected, and work begins. We are committed to ensuring that provider, family, and community voice is represented in our ongoing and future efforts. We encourage providers to sign up to receive the [Monday Must Know Bulletins](#) for future opportunities to engage with our office.