

Guiding Principles

Recommended Racial Equity Principles*

Tenets

- Commit to ongoing critical assessment of our collective and individual efforts; reflective of, responsive to, and welcoming for individuals with diverse racial, ethnic, and cultural backgrounds.
- The rich history and culture of learners is a source of pride and an asset to embrace. Our work will only be successful if we are able to meaningfully partner with the community, engage with respect, authentically listen—and have the courage and integrity to share decision making, control, and resources.
- Ending disparities and gaps in achievement and opportunity begin in the delivery of quality ECCE programs and appropriate parent engagement support; services must meet the needs of our most diverse segment of the population: 0-5 year olds and their families.
- Infant, child, and family-serving workforces are most dynamic and effective when historically and currently marginalized individuals and groups have equitable access to a wide range of roles, disciplines, and modes of practice and influence.
- Privilege constitutes injustice and breeds inequity. Diversity-informed practitioners acknowledge privilege where we hold it and use it strategically and responsibly. We strive to use language (including body language, imagery, and other modes of communication) in ways that most inclusively support all children and their families, caregivers, and communities.
- Diversity and inclusion must be proactively considered when doing any work with or on behalf of infants, children, and families. Resource allocation includes time, money, additional/alternative practices, and other supports, otherwise systems of oppression may be inadvertently reproduced.

Standards of Practice

- Recruit, promote, and support a culturally and linguistically diverse governance, leadership, and workforce that are responsive to the population in the service area.
- Partner with the community to design, implement, and evaluate policies, practices, and services to ensure cultural and linguistic appropriateness.
- Establish culturally and linguistically appropriate goals, policies, and management accountability, and infuse them throughout the organization's planning and operations; create conflict and grievance resolution processes that are culturally and linguistically appropriate to identify, prevent, and resolve conflicts or complaints.

*These tenets and standards of practice have been adapted from the state of Oregon, the Harris Foundation, the Department of Health and Human Services' Culturally and Linguistically Appropriate Services, and the Frank Porter Graham Child Development Institute.