

Early Learning Advisory Council (ELAC)

Racial Equity Principles

ELAC is committed to advancing racial equity in early childhood by engaging communities of color impacted by programs, policies and practices; identifying and using data to highlight what works best; building partnerships and creating space for open dialogue.

The following principles and commitments will guide the expectations of every person involved in ELAC:

- We acknowledge structural racism, systemic oppression, and all forms of bias – and attempt to influence transformative change within seemingly entrenched systems.
- We rigorously and flexibly apply a racial equity lens to assess the current culture, conditions, and competencies needed to best serve children, families and early learning professionals.
- We engage in a cycle of action and reflection that allows us to learn from both our successes and failures.
- We each set personal learning goals that cultivate our will, skill, knowledge, capacity and emotional intelligence.

In committing to a racially equitable early learning system ELAC will:

- Engage Communities of Color: Strengthening relationships with community partners and advocates allows us to see and access our diverse populations. We demonstrate true partnership with our local communities by listening to the voices of families and stakeholders of color with humility and respect while integrating their stories into our advice and recommendations.
- Utilize Data and Evidence-Based Practices: Our recommendations for policies and programs are informed by data, while identifying current gaps and disparities and highlighting what works best for different communities of color. What we mean by data is broad. It is more than just the numbers – we involve communities in identifying relevant data to ensure the collection and analysis is culturally appropriate and informed.
- Customize Services for Individuals and Communities of Color: Ensure that individualized services are provided to all children, families and early learning professionals at their specific need level. Community needs inform and guide services. This customized approach at service delivery builds capacity to advance individual and community goals.
- Create Dialogue: Maintaining an open dialogue with intentional efforts focused on education, communication and partnership ensures the elimination of former barriers and disparities. Internal and external communication efforts are centered on inclusion and outcomes.

A racially equitable early learning system will:

- Ensure that all children have an opportunity to develop and reach their full potential, without experiencing discrimination or bias within the early learning system.
- Ensure that early learning systems provide equitable opportunities and resources for excellent educational and developmental outcomes for children from groups historically discriminated against due to race.

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- Take action to correct or respond to discrimination in other arenas that negatively impact young children and their families.
- Intentionally build leadership at all levels that reflect the racial diversity of the population served.
- Ensure systems recognize and provide culturally and linguistically responsive services contoured to the needs of the child in the context of the child's family and community.
- Eliminate race as a predictor of progress and success for children from birth through eight.