

RACIAL EQUITY IN NEW YORK STATE EARLY CHILDHOOD PROGRAMS

Across New York State, early childhood programs responded to local and national racial injustices during the COVID-19 pandemic.



Hiring and Boards

Programs reviewed hiring practices and policies, with the goal of ensuring equitable hiring practices, for direct services providers to administrators, to better reflect the racial diversity of the communities they serve.



Policies and Procedures

Programs examined their policies and practices related to equity. Some published public statements that reaffirmed their commitment to equitable practices.



Professional Development

Programs sought out training and added classroom curricula to increase staff knowledge around equity and better reflect the families they serve.



Strengthened Partnerships

Programs worked more closely with their partners to address injustices and inequities within the communities that they serve.



Community Activities

Programs participated in activities both within their organizations and in their communities, including holding equity circles, organizing peaceful marches, and more.



Future Work

Programs committed to approaching their future work from a racial equity perspective.

Quotes from Early Childhood Professionals

"[The Black Lives Matter movement] has elevated our message further. It has allowed us to be more unapologetic about what we needed to say in regards to the importance of black lives and the impact of black and brown bodies and what that means historically and presently."

"There were lots of conversations about how to rethink some of our policies and procedures in early childhood so we are dismantling systematic oppressions and taking a more active role in building equity within our own practices with children and families... I think there were good conversations but hard conversations in early childhood spaces around equity."

Statewide Early Childhood Equity Resources

Equity: Zero to Three: <https://www.zerotothree.org/policy-and-advocacy/equity>

Racial Justice: Sesame Street in Communities: <https://sesamestreetincommunities.org/topics/racial-justice/>

The Council on Children and Families, Advancing Race Equity resources: <https://www.ccf.ny.gov/council-initiatives/achieving-race-equity/>

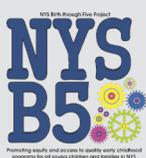
The Early Care and Learning Council, Leading with Racial Equity Training: <https://earlycareandlearning.org/special-projects/>

NYS Early Care and Learning Council, the New York State Equity Leaders Action Network/National Black Child Development Institute: <https://early-nys-elan-nbcdi-html/>

The Pyramid Model, an evidence-based framework to build social and emotional competence in early care and education program: <http://www.nysecac.org/contact/pyramid-model>.

Equity Starts Early: <https://www.clasp.org/publications/report/brief/equity-starts-early-addressing-racial-inequities-child-care-and-early>

A Children's Book List that Embeds Race Equity and Social Justice: <http://www.nysecac.org/resources/childrens-book-list>



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