

# From ECAC Members' Discussion at the December 10, 2015 Membership Meeting

## What can we do IN OUR OWN WORK to focus on racial equity?

- Address racism in written and unspoken policies
- Address racism in distribution of power
- Support increasing young and diverse leadership in early childhood education field
- Change assumptions regarding circumstances that lead to personal situations
- Social-emotional development supports for all children
- Teach empathy to children, practice what we preach
- Parenting and family supports to raise awareness and encourage inclusion
- Attack disparities very intentionally – (i.e., black infant mortality in specific neighborhoods)
- NYC Public Schools – system for families in poverty; could help the community to implement strategies to support families in poverty
- Workforce – goal to have it reflect the communities we serve/work for

### **ADDITIONAL THOUGHTS**

- Black Lives Matter campaign
- My Brother's Keeper
- Restorative Justice-inequity in criminal system – New Jim Crow Law (Michelle Alexander)