



Universal PreK (UPK) Café

Special Edition: Equity

June 15, 2020 – Issue 32

The [Vermont Agency of Education \(AOE\) Statement on Equity \(6/2/2020\)](#) confirms the Agency's commitment to all students being educated in a more inclusive, global format that includes learning about social injustice and systemic racism. As early educators, we must embrace equity as the foundational core of the [Vermont Early Learning Standards \(VELS\)](#) and the [Vermont Early Childhood Guiding Principles - Supporting Each and Every Young Child and Family's Full and Equitable Participation](#).

This issue of UPK Café is a special edition focused on Equity. Act 166/Universal Prekindergarten Education intent is to ensure equitable access for each and every young preschool age child and their family. The following resources promote research-based policies and practices to elevate equity, diversity, and the full inclusion and participation of each and every young child and their family in early education environments.

Equity Resource

- [Division for Early Childhood \(DEC\) Priority Issues](#) states, *"We all have a role and responsibility to become consciously aware, change behavior, and ultimately eliminate the impact of these biases by supporting each other through - and holding each other accountable to - our unconscious actions."*
- **National Center for Pyramid Model Innovations (NCPMI)** [Equity Webpage](#). NCPMI promotes policies and practices that advance equity, diversity, and the full inclusion and participation of all young children and their families in early care and education environments.
- **Division Early Childhood (DEC)** [Position Statement on Family Culture](#). Position statement on integrating cultural and linguistic diversity into policy and practice.
- **National Association for the Education of Young Children (NAEYC) Publications on Equity**
 - **NAEYC Position Statement - [Advancing Equity in Early Childhood Education](#)**. NAEYC's position statement embraces diversity and full inclusion as strengths, uphold fundamental principles of fairness and justice, and work to eliminate structural inequities that limit equitable learning opportunities.
 - [Equity Resources: Living the Statement](#) These resources are drawn from NAEYC's own publications. While some provide recommendations and

implications for policy makers and administrators, this collection is primarily focused on elevating resources that support educators in teaching for equity.

- **NAEYC/DEC. (2009).** [Early Childhood Inclusion Position Statement](#)
A Joint Position Statement of the Division for Early Childhood (DEC) and the National Association for the Education of Young Children (NAEYC).
- **Wright, B.L. (2019).** [Black Boys Matter: Cultivating Their Identity, Agency, and Voice](#) Throughout the United States, Black boys tend to be viewed as troublemakers from a very young age. Adults often see Black boys as older and less innocent than their White peers (a practice called *adultification*), and their play is perceived as more dangerous, violent, and not developmentally appropriate. According to a 2016 report from the US Department of Education's Office for Civil Rights, Black children make up only 19% of preschool enrollment, but they represent 47% of preschool children receiving one or more out-of-school suspensions.
- **Wright, B.L. (2019).** [Black Boys Matter: Strategies for a Culturally Responsive Classroom](#) This is the second of two articles written by Brian L. Wright, PhD, discussing ways teachers can make their classrooms more welcoming and supportive learning spaces for Black boys.
- **Council of Chief State School Officers (CCSSO). (2016).** A Policy Statement. [Equity Starts Early. How Chiefs Will Build High-Quality Early Education.](#)
- **New America** [Equity in Early Childhood Education](#). Blog posts, reports, and events that examine issues around ensuring equitable early care and education systems for children and families.
- [Social Justice Standards](#). A Framework for Anti-bias Education. These Social Justice Standards are a road map for anti-bias education at every stage of K–12 instruction. Comprised of anchor standards and age-appropriate learning outcomes, the Standards provide a common language and organizational structure educators can use to guide curriculum development and make schools more just and equitable.

Literacy Resources and Children Books About Race and Diversity

- **Vermont Department of Libraries.** Visit our website for a [book list and resources](#) about discussing racial and social justice with youth (all ages).
- [Coretta Scott King Book Award Winners: books for children and young adults.](#)
- [13 Children's Books About Race and Diversity.](#) PBS. Books to encourage conversations about race and diversity with children.
- **Obama, B. (2010).** [Of Thee I Sing: A Letter To My Daughters.](#) YouTube Video Read This book was written highlighting notable Americans and their accomplishments, along with President Obama's dreams for his daughters and our nation.

- Méndez, Y. (2019) *Where Are You From?* Celebrating the importance of family, love, and home through embracing one's rich heritage and culture.
- Hong, J. (2017) *Lovely*. A celebration of diversity – in all its shapes and sizes! Big, small, curly, straight, loud, quiet, smooth, wrinkly – we are all LOVELY!
- de la Peña, M. (2015) *Last Stop on Market Street*. The urban setting is truly reflective, showing people with different skin colors, body types, abilities, ages, and classes in a natural and authentic manner... A lovely title." – *School Library Journal*
- Kates, B. (2017) *We're Different, We're the Same (Sesame Street)* Elmo and his *Sesame Street* friends help teach toddlers and the adults in their lives that everyone is the same on the inside, and it's our differences that make this wonderful world, which is home to us all, an interesting—and special—place.

Additional Resources Promoting Diversity, Racial Awareness, and Inclusion:

- [PBS's Teaching Your Child About Black History](#) Suggestions to help connect children with Black history.
- **CNN & Sesame Street (Video).** (2020). [Best Moments from CNN's and Sesame Street's Town Hall on Racism for Children and Families](#). Coming Together: Standing up to Racism. (Disclaimer: Some CNN advertisements may not be age appropriate).
- **National Public Radio.** (2019). [Talking Race With Young Children](#) Suggestions to start conversations about race, racism, diversity and inclusion, even with very young children.
- **Jaboneta, N.** (2020). ["What about people like me?" Teaching Preschoolers about Segregation and "Peace Heroes"](#). NAYEC. Article discusses talking with preschoolers about segregation and discrimination.
- **Neitzel, J. PhD, Vinh, M. PhD, Mead, E.** (2018). [Understanding Implicit Bias and Its Role in Early Learning Environments \(webinar\)](#) Racial inequities have long been present in our educational system. This session will actively engage participants in learning self-reflection and debiasing strategies, and how to use culturally responsive practices. This webinar was originally recorded on June 6, 2018. This webinar is now free to support you in reducing implicit bias. [DEC Learning Decks information](#).
- **National Center on Parent, Family and Community Engagement (NCPFCE)** [Family Engagement and Cultural Perspectives: Applying Strengths-based Attitudes](#) . The National Center on Parent, Family, and Community Engagement has been awarded to Boston Children's Hospital Brazelton Touchpoints Center in collaboration with Child Care Aware of America, the Center for the Study of Social Policy, and Child Trends.
- [Let's Talk! Teaching Black Lives Matter](#). This sequel to Let's Talk! Discussing Black Lives Matter in the Classroom reviews the education related policy demands within the Movement for Black Lives' platform: Invest-Divest and Community Control.

Equity Guides, Resources and Tools

- [Manifesto for Race Equity & Parent Leadership in Early Childhood Systems](#). This Manifesto is a guide for early childhood agencies and systems to help them address inequities and racism by giving parents a voice and opportunity to be engaged and lead at all levels of change. It details five commitments for change that will create and promote equitable outcomes for all children.

AOE early education equity resources developed under the Early Learning Challenge Grant initiative:

- [AOE Building Resilience: Resources for Supporting Young Children Who Have Experienced Trauma and Maltreatment and Their Families](#).
 - [AOE Culture, Diversity, and Equity Resources](#)
 - [AOE Supporting the Learning and Development of Young Children who are Dual Language Learners](#).
 - [AOE Anti-Bias Education and Leadership in Early Childhood Services Discussion Questions](#)
- **National Head Start Early Childhood Learning and Knowledge Center (ECLKC) 2020 Webinar) [Supporting a Diverse Early Childhood Workforce: Lessons Learned from a Community of Practice](#)**. Supporting and growing a diverse workforce helps early childhood education (ECE) staff better serve the children and families in their communities. In this webinar, learn how the structure of a virtual community of practice helped participants discover key components needed to support a diverse ECE workforce.

“We live in a world in which we need to share responsibility. It's easy to say ‘It's not my child, not my community, not my world, not my problem.’ Then there are those who see the need and respond. I consider those people my heroes.” Fred Rogers