



At Community Day Care, we are acutely aware of the racial disparities and inequitable practices pervasive in all layers of our society. Access to early childhood education and childcare has been historically riddled with barriers, including but not limited to financial access, transportation, allocation of resources, and service providers. In addition to historic barriers such as these, gender disparities in the field of childcare and education of young children have negatively impacted wages and professional development opportunities for women for generations.

Recognizing our unique positions of impact and reach as early childhood educators, we acknowledge our responsibility to actively address and rectify inequities and disparities within our organization by actively challenging and reshaping existing norms. This commitment extends to our staff as we create an environment that values the crucial contributions of childcare workers and ensures that they are fairly compensated for their vital role in shaping the future. We strive to ensure that all team members, children, and families, particularly those from historically marginalized groups, experience equitable access and a profound sense of inclusion and belonging in our programs.

To counter these historic barriers, CDC is committed to modeling diversity and inclusion across our educational nonprofit. We are dedicated to fostering a community where every child, family, and staff member is valued, respected, and provided with equitable opportunities. We believe in creating an inclusive environment that celebrates diversity, embraces individual differences, and ensures fairness in all our endeavors.

Equity in Practice

Inclusive Access

We acknowledge our role in dismantling historical and systemic barriers that have disproportionately affected and restricted access to services and employment for certain groups of people. All children deserve access to high-quality childcare and early childhood education. All staff deserve access to fair employment practices that value their unique skills and perspectives. CDC is committed to examining and rectifying disparities in our practices and to being a place of belonging for students and staff.

Inclusive Environment

We recognize and respect individual differences, including but not limited to race, ethnicity, gender, sexual orientation, socioeconomic status, ability, and cultural background. As an organization, CDC is adjusting policies and practices to create an inclusive and welcoming environment that celebrates diversity, provides equal opportunities for all to learn, grow, and succeed, and is free from discrimination and bias.

Cultural Competence

We are dedicated to fostering cultural competence among our staff, board, and students by embracing each person's unique backgrounds and experiences. In valuing differences, we aim to create an organizational culture that promotes understanding, respect, and appreciation for the richness that diversity brings to our community.

Continuous Learning and Improvement

As we acknowledge that the pursuit of equity is a continuous journey requiring perpetual learning and self-reflection, CDC remains steadfast in its commitment to regularly assess and enhance our policies, practices, and programs. This commitment aligns with our equity principles, ensuring responsiveness to the evolving needs of our community and staff. Our dedication to ongoing self-reflection and learning is evident as we actively solicit feedback from our community and stakeholders. This collaborative effort helps us identify areas for improvement in our programs and services, ultimately enhancing our ability to meet the diverse needs of all children and families.

Family and Staff Engagement

Recognizing the crucial contributions of families and staff to a child's development and the overall success of our organization, we proactively foster robust partnerships with both entities. We are dedicated to comprehending and valuing the distinctive needs and perspectives of each family and staff member. Through fostering collaboration and maintaining open lines of communication, we strive to create avenues that ensure our programs remain attuned to the varied needs of our communities.

Embracing the principles of equity, our goal is to establish a nurturing and supportive environment where each child is afforded the chance to learn, grow, and flourish.

Collaboratively, we strive to shape a future in which diversity is celebrated, inclusion is customary, and the potential of every child is acknowledged and valued. CDC takes pride in its unwavering commitment to equity, diversity, inclusion, and belonging