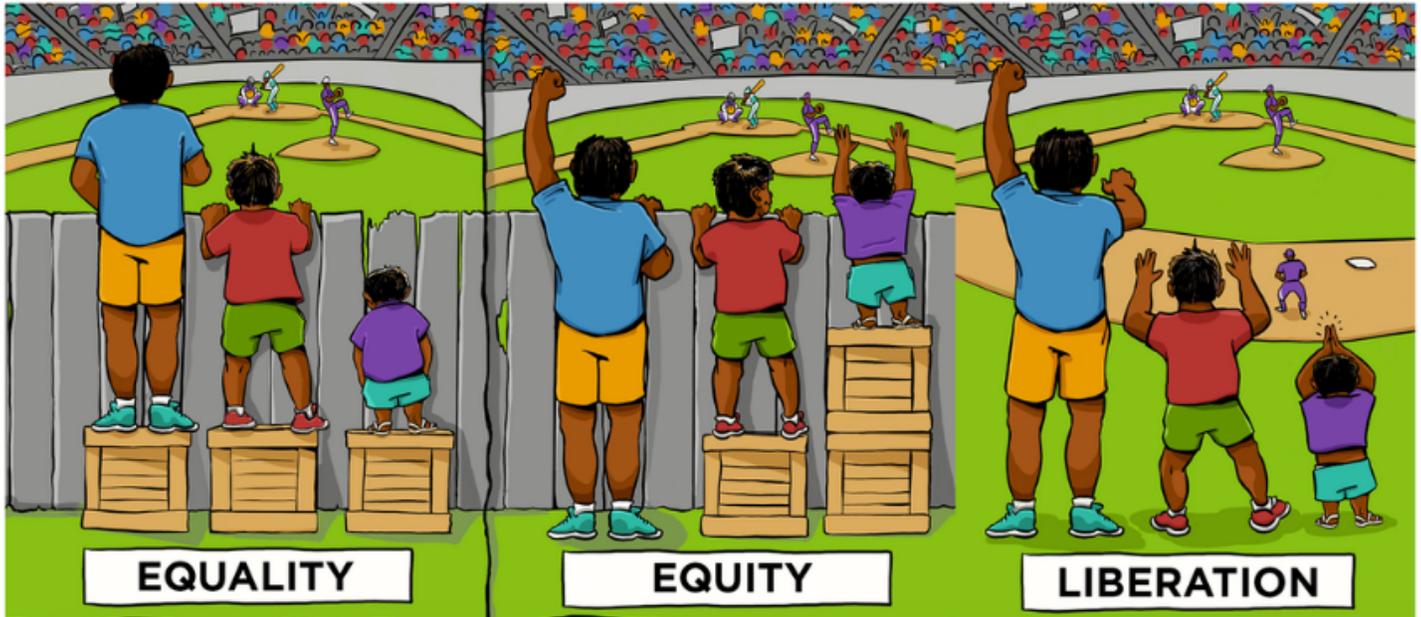


Building Resilient Families Through the Lens of Equity

Early Childhood OC's purpose is to collaborate with organizations across sectors to ensure equitable and thriving communities in Orange County. To mitigate the systemic inequities in Orange County, ECOC invites you to work alongside us to educate and help to implement policies, practices, programs, and/or services that hold the following principles:

- Embrace diversity and inclusivity as strengths.
- Display cultural responsiveness by approaching each child and family with the understanding that along with their language, ability, religion, race, ethnicity, skin color, zip code, etc., their personal experiences have shaped who they are.
- Use a whole child, whole family, whole community model; we are not the experts in a child or family's experience, they are.
- Build awareness and acknowledgment that our own personal culture, beliefs, values, and biases impact the children and families we work with.
- Take responsibility for our biased actions and actively work to repair and replace harmful behavior.
- Identify and rectify structural inequities in our programs, services, policies, and systems.
- Provide resources based on the needs of the family and community; not based on a formula that treats everyone the same.
- Advance equity for early childhood within the context of anti-racism by addressing multi-generational trauma.
- Include parent voice in decisions that impact families.





Equality is giving each person the same thing. *Equity* is giving each person what they need. *Liberation* is removing all barriers to access so each family has what they need to thrive.

With a laser focus on mitigating barriers, we can build resilient families regardless of language, ability, religion, race, ethnicity, skin color, zip code, etc.

Please see Early Childhood OC's Policy & Equity Position Statement for more information:

Visit Early Childhood OC's Website at: earlychildhoodoc.org

