

# Policy & Equity Position Statement



## Partnering for **Equitable & Thriving** Communities

### Introduction

Early Childhood OC is committed to partnering with businesses, education, non-profits, healthcare, and government agencies to ensure Orange County is home to *equitable* and *thriving* neighborhoods.

By actively implementing the Early Childhood Policy Framework and supporting institutional, local, state, and federal related policies with a laser focus on equity, we believe we will make a positive impact to ensure Orange County attains economic and social benefits by prioritizing children and families.

### Call To Action

We ask you to partner with Early Childhood OC to ensure all children and families thrive regardless of race, ethnicity, income, language, culture, or zip code.

## Organizational Steps and Outcomes

As an organization, we know that we must first work on understanding systemic racism and inequities that exist internally before we can support agencies outside our organization. To that end, we are committed to the following:

1. Actively implement the Early Childhood Policy Framework with a laser focus on equity
2. Ensure ECOC committee members represent a wide range of lived experiences, including parents of young children
3. Identify and work to mitigate personal implicit and explicit biases
4. Understanding the impacts of multi-generational and historical trauma
5. Engage in regular dialogue regarding our work and equity

# ORANGE COUNTY'S Early Childhood Policy Framework

To ensure *equitable* and *inclusive* practices, we outline specific institutional policies that support building resilient families, ensuring quality early learning opportunities, and promoting a system of care for health and development within the Policy Framework. You can access the framework here: <https://igb.c62.myftpupload.com/wp-content/uploads/2019/09/Final-Early-Childhood-Policy-Framework.pdf>.

## EARLY CHILDHOOD OC'S Policy Agenda

Early Childhood OC's policy agenda explicitly calls out those policies which address the inequities which prevent family resiliency, access to quality early learning opportunities, and access to a comprehensive health and development system of care. You can access the Policy Agenda here: <https://drive.google.com/file/d/1xWgsg6AhbLSu2MV3iUadz-bqJKjilnIM/view?usp=sharing>

## Overarching Commitments

To mitigate the systemic inequities so clearly highlighted in Orange County, ECOC commits to working with organizations across all sectors to educate and help to implement policies, practices, programs and/or services that hold the following core principles:

- All families with young children have the right to equitable opportunities to build resiliency, have access to quality early learning opportunities, and have access to timely comprehensive health and developmental services.
- 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 serve.
- Take responsibility for our biased actions and work actively 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 the community, and 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, including trauma generated by early childhood systems.
- Include parent voice in the decisions that impact families.