

Advancing Equity & Social Justice

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Developmentally Appropriate Practice

- Individual Child
- Developmental Cohort
- Culture and Community

Advancing Equity Position Statement

1. Early childhood educators have an obligation to provide the equitable, strength-based learning opportunities ALL children deserve
2. All early childhood educators must have equitable access to those supports that enable them to assume their roles as professional educators (higher education, professional development and increased compensation)

Different Questions Asked

- Diversity – Who is in the room?
- Inclusion – Has everyone's ideas been heard?
- Diversity – How many more of (pick minoritized group) do we have this year than last?
- Equity – Whose presence in the room is under constant threat of erasure?
- Justice – Whose ideas won't be taken seriously because they aren't in the majority?
- Equity – What conditions have we created that maintain certain groups as the perpetual majority here?

Different Questions Asked

- Inclusion – Is this environment safe for everyone to feel like they belong?
- Diversity – Celebrates increased numbers that still reflect minoritized status and incremental growth
- (Source: Lazarus-Stewart, D. (3/30/2017). <https://www.insidehighered.com/views/2017/03/30/colleges-need-language-shift-not-one-you-think-essay>)
- Justice – Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?
- Equity – Celebrates reduction in harm, revisions to abusive systems and increases in supports for people's life chances as reported by the victimized