

VISION

We are committed to creating an inclusive and equitable community by addressing ongoing inequities in access, service delivery, and outcomes.

VALUES & PRINCIPLES

The EEU Staff is committed to creating a more inclusive world by being life-long learners, celebrating diversity, focusing on children and their families, & bringing joy to our community.

GUIDING PRINCIPLES

Creating a Welcoming Community

Recognizing diversity enriches the community
 Believing everyone belongs
 Engaging all stakeholders including

- > Children
- > Families
- > Staff
- > Community Partners
- > Center

Valuing everyone's right to a responsive and inclusive community of learning

Engaging in Ongoing Learning

Developing a practice of self work and reflection
 Embracing a growth mindset
 Holding ourselves accountable to the work & the community

Transforming Practice & Policy

Acknowledging & addressing individual/systemic oppression
 Taking responsibility to identify and dismantle barriers
 Providing equitable, inclusive, and responsive services

Centering Voices & Experiences of Children & Families

Prioritizing experiences of most marginalized populations
 Creating authentic relationships with children and families
 Valuing multiple ways of knowing/meaning making

PRIORITY ACTIONS

1. Improved access for children of color and their families
 - a. Collect demographic data to better understand representation/access
 - b. Create interview/survey to understand access/demographics
2. Diversify Staff- more representative service providers
 - a. Better support for staff of color
 - b. Hiring practices
3. Equitable Partnership w/families
 - a. Families as leaders
 - b. Demographics
4. Build community of learners
 - a. Community listening posts
 - b. Professional development (formal/informal)
 - c. Anti-bias education/curriculum for children