Who benefits from Public Education Supporting DIA Practices in Early Learning?

PANEL THREE: POLICY RESEARCH INFORMING BEST PRACTICE?

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Anti-Racism vs Cultural Competence

Racism

Cultural Competence

Anti-racism
Dismantling Systemic Racism in Early Learning and Schools

• Anti-Racism principles need to be foundational
• Decolonize Systems, Curriculum, and Attitudes, Assessment
• Hiring of Employees
• Professionally Anti-Racism Trained Employees
• Accessible, Inviting, and Engaging Learning Environments
Where do we start?

Policies, Action Plans, and Accountability

• Transparent, Meaningful, Intentional

Anti-Racism Learning (ongoing)

• Management, Administrators, All Support Employees
• ECEs and Teachers

Anti-Racism Workshops/Courses/Resources

• School Boards
• Universities and Colleges
Who Benefits?

Public Education Supporting ‘Diversity, Inclusion, and Anti-Oppressive Practices in Early Learning’

**School, Educators, Children, Families and Community**

- Anti-Racist Policies and procedures for Schools, Early Learning Programs, and Childcare Centres will ensure accountability and consistency of DIA Practices across all programs
- Seamless learning experience and a continuum of learning
- Stronger relationships and greater Family engagement
- Children: greater sense of belonging, have their needs met, be safe, see people who look like them, have their voices heard, and feel acknowledged
- Children will be ready to learn, self-regulate, and engage
- Educators provide strength-based learning environments thereby spending more time engaging with children and developing a greater understanding of them
- Sense of community strengthened (School feeder EL programs - non-school based)
Taking Action On Racism

Nova Scotia Ministry of Education

- Learning Framework: revised to include Cultural Competence, Anti-Racism
- Workshop series for the ECE Sector, Pre-primary and Primary, and Consultants

Nova Scotia Community College

- Mi’kmaq ECE
- Africentric ECE
- Post Diploma Certification: Equity, Diversity, Inclusion, Accessibility, and Anti-Bias (EDIA+, now IDEA2) foundational to courses
Taking Action On Racism

George Brown College Anti-Racism Policy

Anti-Racism ECE

- Current Issues: explores key local and global issues (Anti-Racism, Environmental Racism, Policies – How to make change, Leadership)
- Anti-Racism in Early Learning Programs Course (Decolonizing & Anti-Racism Theory and Applied Practice)
- Anti-Racism Workshops (Lab Schools)
- Anti-Racism principles: foundational to all courses

In Development Certificate Program

- Anti-Racism In Early Learning Programs
Thank you!

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