

# CCAoA Accountability Statement

Child Care Aware® of America (CCAoA) believes that as we reimagine the early childhood education system, we must serve to uplift all children. It must support their growth and development and advance their educational progression. It must not simply avoid discrimination - it must help reverse the structural and institutional racism and inequities embedded within the system that continue to plague our country. It must forge a path toward the reduction of poverty and the expansion of opportunity for all communities.

As an organization, we will hold ourselves accountable for anchoring diversity, equity, and inclusion at the center of all we do. We are committed to facilitating a far-reaching, inclusive process to uncover, confront and correct systemic inequities, both within our organization and within the early childhood education system. Our process will be transparent and strive to provide a model for the industry we serve.

The following accountability anchors will guide our work:

## DIVERSITY

**We will respect and value all cultures, races, and the individual characteristics of those we work with and serve. With intention, we will ensure that diverse representation and the unique intersectionality of experiences are reflected in our work.**

- *Does your team, committee, task force, etc. represent the diversity of the group being served?*

## EQUITY

**We recognize equality can't be achieved without a commitment to equity. We will ensure equity by continually challenging assumptions and reviewing and revising our policies, practices, and processes so that everyone is treated in a manner that addresses their unique circumstances.**

- *Have we reached a common understanding of equity? If not, what steps will be taken to do so?*
- *Are we centering those most affected by systemic inequities and racism and other forms of discrimination in our work?*
- *What are the unintended consequences of certain policies? What policies have a disparate impact?*
- *Do programs, initiatives or activities advance equity goals?*
- *How do we model equity for the larger industry and those we serve?*

## INCLUSION

**We will ensure all voices are heard by reflecting the organization's values in our behaviors and creating an environment where everyone belongs and feels welcome to participate.**

- *Are we demonstrating behaviors that reinforce inclusion and opportunities for learning and growth at every level of the organization?*
- *How do we ensure our results match our intentions?*
- *Are the standards for diversity, equity, and inclusion the same across the organization?*