

Statement of Commitment to Anti-Racism

The College of Early Childhood Educators (College) recognizes the historical and ongoing harm caused by racism, both systemic and overt, against Black people, Indigenous people and People of Colour in Canada and around the globe. We firmly believe that all people and all racial groups deserve equity in all areas, including social, economic and political. Change is necessary to eliminate existing racial inequities, and education plays a critical role in driving that change.

We are committed to embedding anti-racism into all of our work. We acknowledge this ongoing effort is necessary to fulfil our responsibility of regulating a diverse profession in the interest of all children and families in Ontario.

This is consistent with our core values:

- **Integrity:** firm adherence to moral and ethical principles; making the right decisions.
- **Fairness:** processes give equal opportunity to all; decisions meet predetermined, defensible criteria.
- **Inclusion:** creating an environment of belonging in which diversity and differences are welcomed and valued.
- **Respect:** we recognize the dignity and value of our work, our members and the public we serve.

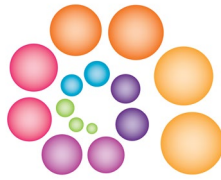
The ways that we can do this work include:

The College as an organization

- Engaging in candid, critical and courageous conversations;
- Encouraging and supporting learning and growth by staff and Council members;
- Increasing the diversity of leadership among both staff and Council; and,
- Ensuring that our policies, practices and organizational culture support equity, diversity and inclusion.

The College as the self-regulatory body of the profession

- Identifying and removing barriers to entry to the profession that disproportionately affect certain groups such as Black people, Indigenous people and People of Colour;
- Continuing to support culturally responsive and reflective anti-racist pedagogy;
- Mandating education and training for all members on anti-racism;
- Developing and sharing resources for members to support children's learning about racism, privilege and social justice;
- Seeking out and elevating diverse voices of leadership within the profession; and,
- Reviewing regulatory processes and practices to identify and address bias and systemic racism.



The College as a stakeholder in the early learning and child care sector

- Seeking out, inviting and building trusting relationships with individuals, groups and organizations representing Black people, Indigenous people and People of Colour in the early learning and child care sector to enhance community engagement;
- Using our reach to amplify the voices of others;
- Contributing to the identification and understanding of race-based and accessibility challenges and trends in the sector in an environment of transparency; and
- Collaborating with stakeholders, contributing to solutions and advocating for change to address systemic racism in the sector.

Beth Deazeley
Registrar and CEO

Stacey Lepine RECE
Council President

November 5, 2020