



Randolph Partnership for Children Statement

March 31, 2022

We want to clarify the reason we selected to share the “Reflecting on Anti-Bias Education in Action: The Early Years” video as a resource tool within our year-long discussion on anti-bias education. It’s our responsibility to help early educators be prepared if and when situations spark curiosity and questions, and ensure they have the tools to address them in a developmentally and age-appropriate way.

Our intent was in no way to endorse or suggest any specific conversation occur in our early childhood classrooms, or recommend or endorse any specific curriculum. The purpose was to allow our early educators to reflect on their own identity, self-image, what they bring into the classroom, and the message they send to children and their families in the environment they create in the classrooms and centers.

As with all new content we introduce through professional development, we intentionally shared the video with our directors at our Directors’ Institute; a forum of discussion to best meet the needs of our children and families.

As a nonprofit organization, Randolph Partnership for Children belongs to the community. We are responsive to all children in this community, and we are likewise responsive to their families.

As part of the Smart Start network and its mission, it is our role to support all children and all families in Randolph County. These children can encompass any array of identities – racial, socioeconomic, and gender. Our charge is to ensure they’re served in high quality learning environments, and high quality includes being accepting and inclusive.

Smart Start’s Diversity Statement says, “The NC Partnership for Children acknowledges, honors, and respects the fundamental value of all people as individuals. We pledge ourselves to intentionally create and maintain an organizational culture that reflects and embraces diversity and inclusion through our: leadership; recruitment, hiring, and retention; community engagement and fund development; internal and external programming; contracts and grants; and everyday interactions.”

The NC Early Childhood Action Plan says, “NC can help build racial and cultural equity by: giving families and youth of color a seat at the table in program and policy design and implementation; promoting learning environments for young children that are free from systemic racism and implicit bias; training leaders who support young children and families in racial equity and cultural competence, including training on implicit bias, cultural variations in communication and interaction, adverse childhood experiences (ACEs), building resiliency, and child development.”

The guiding principles of NC Foundations of Early Learning and Development say, “Children’s development results from a combination of many factors, such as the characteristics they are born with, the culture they live in, and their experiences with their families and in other settings such as early care and education programs.”

The National Association for the Education of Young Children says in their Code of Ethical Conduct, "Above all, we shall not harm children. We shall not participate in practices that are emotionally damaging, physically harmful, disrespectful, degrading, dangerous, exploitative, or intimidating to children. We shall care for and educate children in positive emotional and social environments that are cognitively stimulating and that support each child's culture, language, ethnicity, and family structure. We shall not participate in practices that discriminate against children by denying benefits, giving special advantages, or excluding them from programs or activities on the basis of their sex, race, national origin, immigration status, preferred home language, religious beliefs, medical condition, disability, or the marital status/family structure, sexual orientation, or religious beliefs, or other affiliations of their families."

We know this work is hard. We know this work is uncomfortable. We know this work is important. We know we can work together to best meet the needs of our young children and families in Randolph County. Ultimately, it is your choice whether to participate in our equity trainings. Please understand we offer the equity content in alignment with best practices for high quality based on current research in early education.