


Welcome!

We'll get started soon. If you'd like, type in the chat:

- From where are you joining the Zoom?
- What's your current EI role? How long have you worked in this role?
- If you were to be personified as a type of cookie, which would you be?




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Equity in EI
Part 1: Looking Inward

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Draw a picture of a **typical family**.

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OBJECTIVES

- 1 Develop an understanding of why looking inward is a crucial step to providing equitable EI services
- 2 Examine how our own cultural identities and beliefs develop
- 3 Understand the "mythical norm" and how that contributes to our implicit biases

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Equity
Everyone getting what they need to thrive



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Inequity

Unfair distribution of material and nonmaterial access and opportunity resulting in predictable disparities by identity. This includes **outcome disparities** and **experience disparities**.

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Experiential Equity

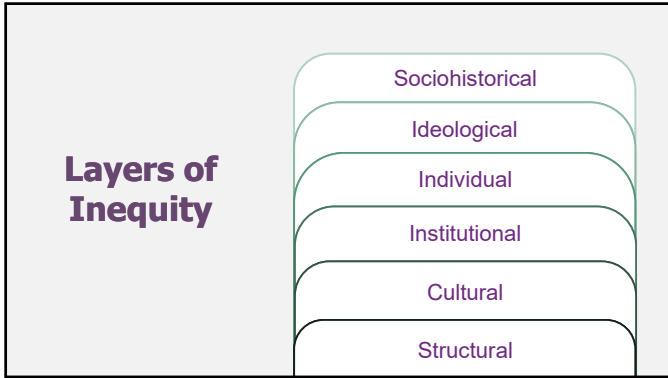
Families are:

- Valued for their strengths and contributions.
- Respected with their identities, home culture, and child rearing practices are respected.
- Appreciated for their voice and are heard.
- Cared about and care about others.
- Represented, their communities and selves.
- Comfortable and welcomed.
- Confident and challenged to build their capacity in positive ways.
- Empowered to achieve their goals and make informed decisions for their children.
- Able to meet their family needs and know how to meet future needs.

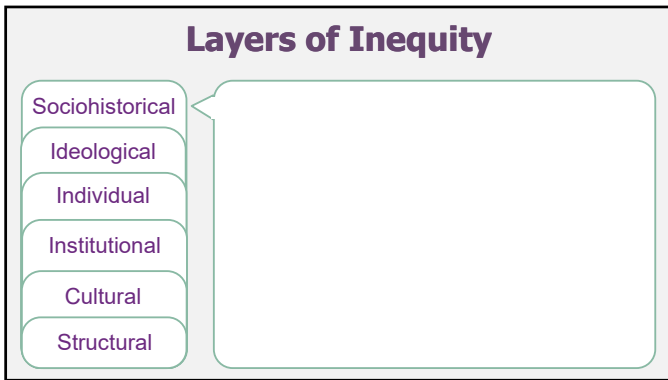
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Think of a time that you experienced **something inequitable**. Share how you felt during and after that situation.

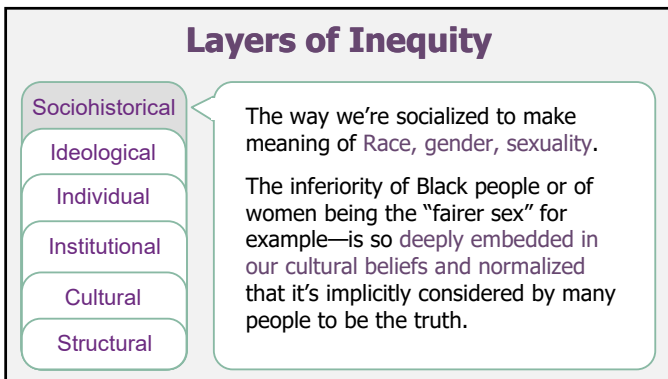
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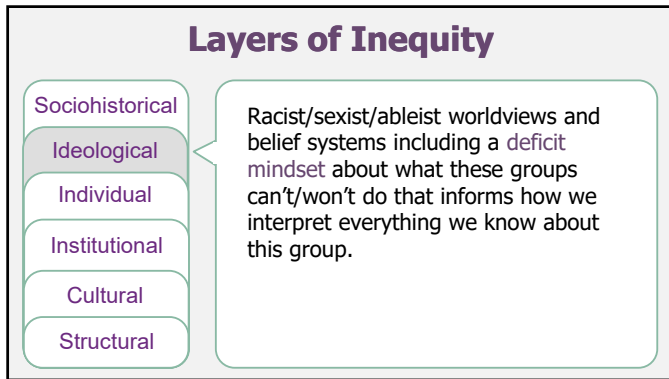
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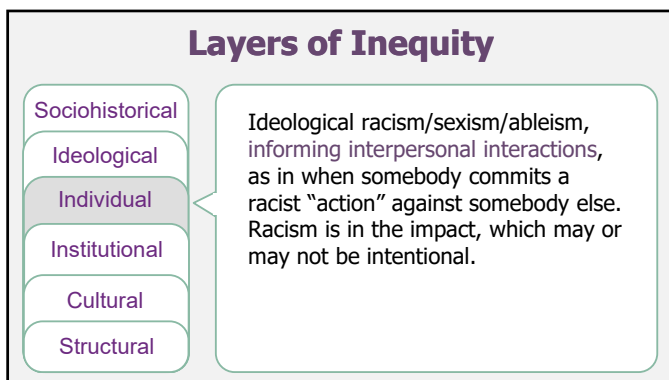
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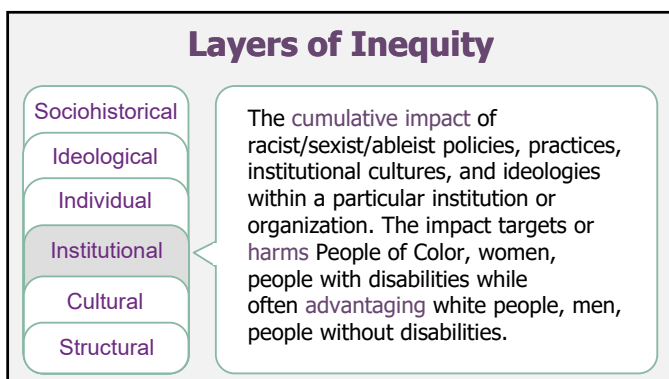
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Layers of Inequity

Sociohistorical

Ideological

Individual

Institutional

Cultural

Structural

Constant societal messaging supporting white supremacy by sources that control the means of perception, such as broadcast media, school curriculum, children's books that feed a sense of white, male, heterosexual, abled exceptionality.

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Layers of Inequity

Sociohistorical

Ideological

Individual

Institutional

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Structural

The full network and implications of patterns of racial advantage and disadvantage built into all systems and structures in society. These include, but aren't limited to, the education, criminal justice, legal, judicial, and employment systems.

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Why looking inward?




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The Mythical Norm

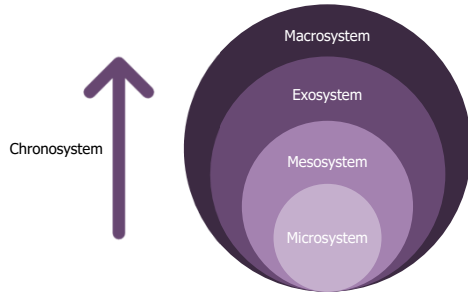
The idea of typical or normal that our society creates. It's our brain's "default setting" to what and who is normal and as also what's different or "diverse"

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Where does this mythical norm and our relationship to it come from?



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Bronfenbrenner, U. (1980). Ecology of the Family as a Context for Human Development: Research Perspectives. *Developmental Psychology*, 22, 723-742.

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 **Microsystem**
The people closest to us who we interact with the most.








Including Religious leaders, Neighbors, and Friends

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In your **microsystem** (your family, friends, religious leaders, teachers) what messages did you get about the "right way" to care for/raise babies?

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  **Exosystems**
Factors that we interact with but often have little control over.


  

Including Curriculum, Screening and assessment tools,
Local school districts

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Where did you see these messages when you were growing up/forming your identity?


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Macro-system


The larger American context included the federal government and economy, and federal programs like Part C!

Macro-system policy establishes who is classified as White, what groups are invited to immigrate to the United States, Who lives in what neighborhoods/towns.



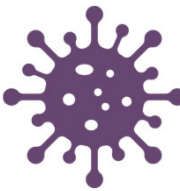
Infant & Toddler
Connection of Virginia

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Chrono-system

Both the sociohistorical time, currents shared funds of knowledge/scientific discovery, and the developmental time in the person's life.



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Revisiting your family sketch:

- What does your mythical norm family look like?
- Who is in the family?
- What race are they?
- What language do they speak?
- Where do they live?

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What are your own cultural beliefs about where children should sleep and what time they should be in bed?

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Our own racial and cultural identities deeply impact how we interact with families without our even knowing it.

Once we start to develop a deeper understanding of ourselves, we are better able to see how our implicit biases before they shape our actions.

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Next Steps:

Critical reflection about own identity and how it informs your EI practices.



Suggested Resources:

- | | |
|---|-----------------------------|
| <i>Waking Up White</i> | Debbie Irving |
| <i>Do the Work! An Antiracist Activity Book</i> | W. Kamau Bell & Kate Schatz |
| <i>Me and White Supremacy</i> | Layla Saad |

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Stay Tuned for:
ToT Part II
November 1st

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Check Your Inbox

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Take the Survey

3



Download the Certificate!

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