



Spotlight on Innovative Practices Series
Supporting a Diverse Early Childhood Workforce: Lessons Learned from a Virtual Community of Practice

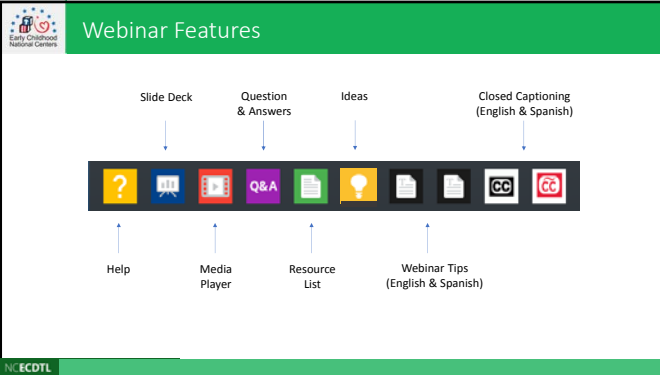
January 14, 2020

Presenters:

Michelle Adkins, NCECHW
Anita Allison, NCECDTL
Zelda Boyd, NCECQA
Dr. Kristi L. Snuggs, NCDHHS
Katie Ganoe, CCAND

NATIONAL CENTER ON
Early Childhood Development, Teaching and Learning

1

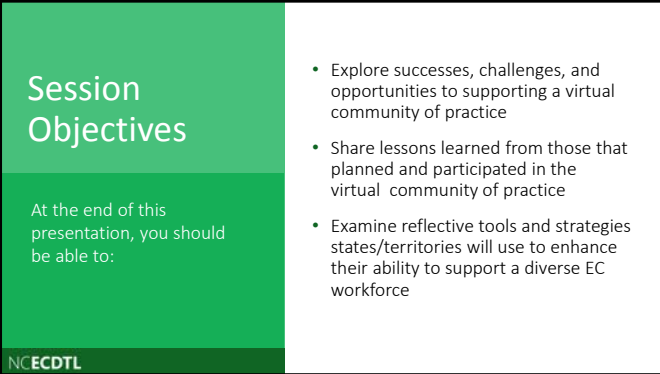


Webinar Features

Slide Deck Question & Answers Ideas Closed Captioning (English & Spanish)

Help Media Player Resource List Webinar Tips (English & Spanish)

2



Session Objectives

At the end of this presentation, you should be able to:

- Explore successes, challenges, and opportunities to supporting a virtual community of practice
- Share lessons learned from those that planned and participated in the virtual community of practice
- Examine reflective tools and strategies states/territories will use to enhance their ability to support a diverse EC workforce

3

Session Agenda

Here's what we're doing today:

1. Welcome and Introductions
2. Community of Practice Overview
3. State Team Lessons Learned
 - North Carolina
 - North Dakota
4. Questions, Final Thoughts, and Closing

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4

Welcome and Introductions


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5


Presenters




Michelle Adkins




Anita Allison



Zelda Boyd



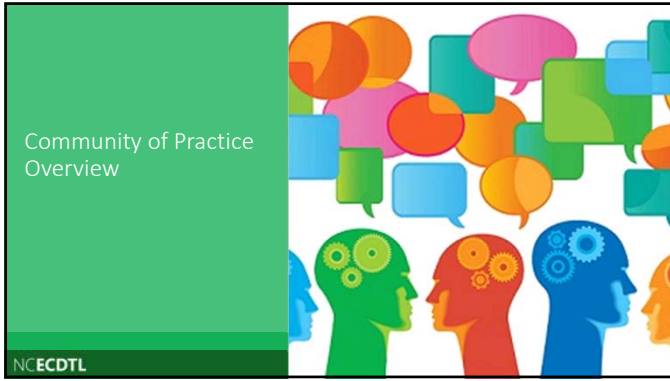
Dr. Kristi L. Snuggs



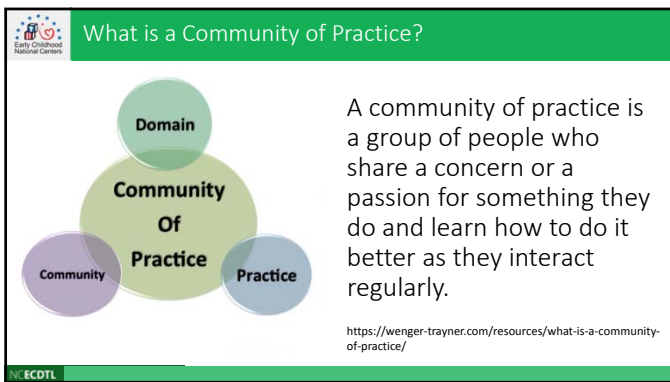
Katie Ganoe

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6



7



8




9

 **Invitations for How to Engage in This Work**







10


 **CoP Objectives**

1. Explore successes, challenges, and opportunities to support a diverse EC workforce at all levels of the EC PD system.
2. Examine changing demographics in the EC sector, explore research findings on cultural intelligence, competence, and humility, and elevate challenges and opportunities.
3. Provide an opportunity to explore state PD systems through an equity lens.
4. Share reflective tools and strategies to enhance state/territory's ability to support a diverse EC workforce in meeting their PD system's requirements through best practice and specific examples.






11

 **CoP Topics by Session**

- Session One – Introductions to the CoP and to State Teams
- Session Two – Implicit Bias in Early Childhood Systems
- Session Three - Implicit Bias: a Personal Exploration
- Session Four – Washington State's Approach to Diversity, Equity, and Inclusion
- Session Five – Racial Equity
- Session Six – Team Presentations

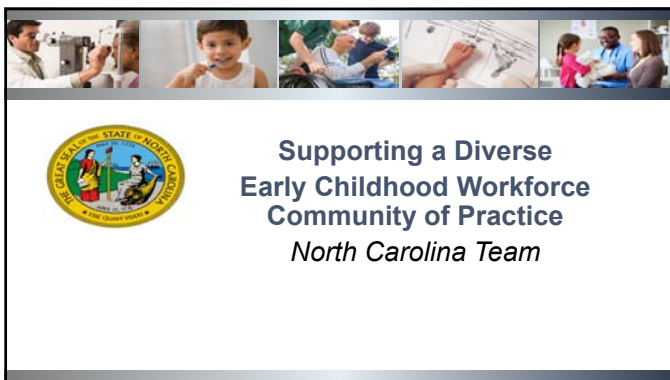




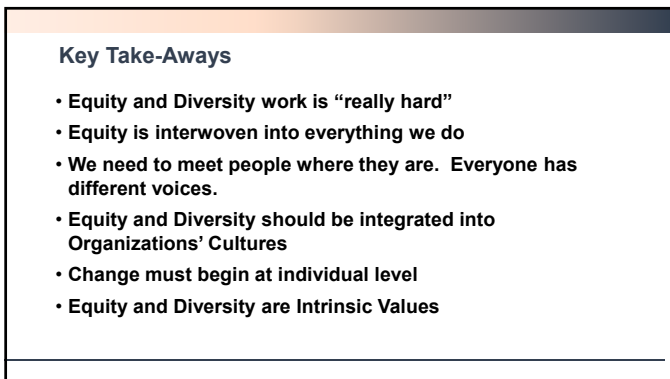
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13



14



15

Key Take-Aways

- **Equity and Diversity work is “really hard”**
- **Equity is interwoven into everything we do**
- **We need to meet people where they are. Everyone has different voices.**
- **Equity and Diversity should be integrated into Organizations’ Cultures**
- **Change must begin at individual level**
- **Equity and Diversity are Intrinsic Values**

Valued Content /Resources

Two resources that were particularly meaningful:

- Unconscious Bias Article
- Video – Danger of a Single Story


16

Next Steps

- Commit to advancing recommendations from *Cultural Competence: Breakthrough Series Collaborative*, Winston Salem State University
- Create common definitions and assumptions
- Embed Cultural Competence Training in Orientation of Staff Training of Child Care Workforce
- Encourage organization working with families and children to create a set of core values around Cultural Competence
- Train TA and Coaching Consultants on Cultural Competence

17

State Team Lessons Learned North Dakota

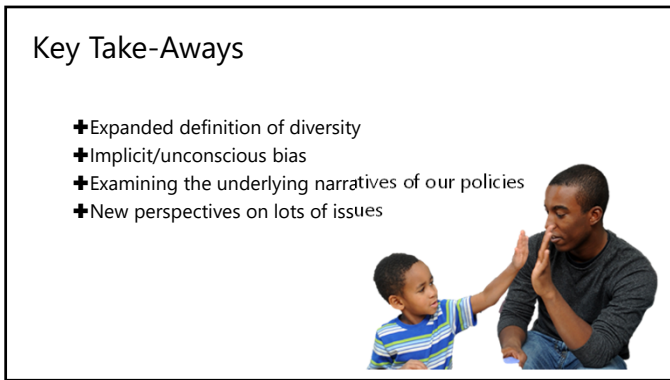


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18



19



20



21

Next Steps

- ✦ Keeping the momentum going
- ✦ Training translation
- ✦ Resources to support early educators working with diverse populations
- ✦ Making sure the right people are at the table



22

Questions, Final Thoughts and Closing



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23

Evaluation


<https://www.surveymonkey.com/r/3QSMXBL>

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24

 **Resources**

- Supporting Diverse Populations Within the Early Childhood Workforce, <https://eclkc.ohs.acf.hhs.gov/publication/supporting-diverse-populations-within-early-childhood-workforce>
- The Danger of a Single Story, <https://www.youtube.com/watch?v=D9lHs241zeg>
- Educational Leadership < Unconscious Bias: When Good Intentions Aren't Enough. Downloaded 4/06/19 from https://www.responsiveclassroom.org/wp-content/uploads/2017/10/Unconscious-Bias_Ed-Leadership.pdf
- Yale Child Study Center < Do Early Educators' Implicit Biases Regarding Sex and Race Relate to Behavior Expectations and Recommendations of Preschool Expulsions and Suspensions? Downloaded 04/16/19 from <https://medicine.yale.edu/childstudy/z>
- Ideas.TED.com < How do you get from diversity to inclusion? Ask these 4 questions about your meetings. Downloaded 6/26/19 from <https://ideas.ted.com/how-do-you-get-from-diversity-to-inclusion-ask-these-4-questions-about-your-meetings/>
- School Reform Initiative: A Community of Learners. <https://www.schoolreforminitiative.org/>



25

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26

 **Thank you for joining us today!**



For more information, contact:
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or call (toll-free) 1-844-261-3752

Please complete our Survey!



27
