

# Who benefits from Public Education Supporting DIA Practices in Early Learning?

PANEL THREE: POLICY RESEARCH INFORMING  
BEST PRACTICE?

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Anti-Racism  
vs  
Cultural  
Competence

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Racism

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Cultural Competence

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Anti-racism

# Systemic Racism

## Early Learning Programs & Schools

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### Dismantling Systemic Racism in Early Learning and Schools

- Anti-Racism principles need to be foundational
- Decolonize Systems, Curriculum, and Attitudes, Assessment
- Hiring of Employees
- Professionally Anti-Racism Trained Employees
- Accessible, Inviting, and Engaging Learning Environments

# Where do we start?

## Policies, Action Plans, and Accountability

- Transparent, Meaningful, Intentional

## Anti-Racism Learning (ongoing)

- Management, Administrators, All Support Employees
- ECEs and Teachers

## Anti-Racism Workshops/Courses/Resources

- School Boards
- Universities and Colleges

# Who Benefits?

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Public Education Supporting 'Diversity, Inclusion, and Anti-Oppressive Practices in Early Learning'

## **School, Educators, Children, Families and Community**

- Anti-Racist Policies and procedures for Schools, Early Learning Programs, and Childcare Centres will ensure accountability and consistency of DIA Practices across all programs
- Seamless learning experience and a continuum of learning
- Stronger relationships and greater Family engagement
- Children: greater sense of belonging, have their needs met, be safe, see people who look like them, have their voices heard, and feel acknowledged
- Children will be ready to learn, self-regulate, and engage
- Educators provide strength-based learning environments thereby spending more time engaging with children and developing a greater understanding of them
- Sense of community strengthened (School feeder EL programs - non-school based)

# Taking Action On Racism

## Nova Scotia Ministry of Education

- Learning Framework: revised to include Cultural Competence, Anti-Racism
- Workshop series for the ECE Sector, Pre-primary and Primary, and Consultants

## Nova Scotia Community College

- Mi'kmaq ECE
- Africentric ECE
- Post Diploma Certification: Equity, Diversity, Inclusion, Accessibility, and Anti-Bias (EDIA+, now IDEA2) foundational to courses

# Taking Action On Racism

## George Brown College Anti-Racism Policy

### Anti-Racism ECE

- Current Issues: explores key local and global issues (Anti-Racism, Environmental Racism, Policies – How to make change, Leadership)
- Anti-Racism in Early Learning Programs Course (Decolonizing & Anti-Racism Theory and Applied Practice)
- Anti-Racism Workshops (Lab Schools)
- Anti-Racism principles: foundational to all courses

### In Development Certificate Program

- Anti-Racism In Early Learning Programs



*Thank you!*

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