

Justice, Equity, & Belonging Collaborative 2022 Action Plan

The Early Childhood Council Leadership Alliance (ECCLA) is committed to promoting justice, equity, and belonging (JEB) in every aspect of our people, programming, and policies. The following JEB Action Plan provides a detailed set of goals for how we will live up to our promise through critical tasks, timelines, and steps to complete tasks.

Goal #1: Curate resources for early childhood professionals.

Critical Tasks	Timeline	Steps to Complete Tasks
Task #1: Compile and review a collection of resources to support early childhood professionals in integrating JEB practices into their communities and programs	June 2022, Ongoing	<ul style="list-style-type: none"> Create and update an ongoing list of resources to support professionals in integrating JEB practices Establish relationships with bilingual partners to identify resources in multiple languages Establish a platform for early childhood professionals to request resources as well as share resources they have found
Task #2: Update ECCLA website to improve accessibility of resources	June 2022	<ul style="list-style-type: none"> Enable accessibility of resources through the creation of a resource page housed within the JEB webpage
Task #3: Create an equity decision making tool tailored to Councils, Providers, and the ECCLA Board	End of 2022	<ul style="list-style-type: none"> Create a universally-designed equity decision making tool to share with Councils and the ECCLA Board to inform equitable decision making and reflective practice
Task #4: Update online ECCLA calendar to integrate statewide JEB trainings and diverse holidays	June 2022, Ongoing	<ul style="list-style-type: none"> Compile and review a list of statewide training providers <ul style="list-style-type: none"> Include trainings in online ECCLA calendar Compile a list of various holidays and heritage months to include in online ECCLA calendar
Task #5: Present JEB Action Plan during June 2022 Hot Topics Call	June 2022	<ul style="list-style-type: none"> Ensure timelines are met for presentation

Goal #2: Integrate Justice, Equity, & Belonging trainings into annual professional development calendars for council members, ECCLA staff, and ECCLA board members.

Critical Tasks	Timeline	Steps to Complete Tasks
Task #1: Identify Justice, Equity, & Belonging Trainings for Councils, ECCLA Staff, & ECCLA Board Members	June 2022, Ongoing	<ul style="list-style-type: none"> Note trainings already conducted for councils, build on relationships with those facilitators Compile a list of JEB trainings and trainers
Task #2: Encourage trainers to approach content with a JEB lens	Ongoing	<ul style="list-style-type: none"> Ask trainers how they address JEB in their content Connect with trainers to share information about the diversity of the ECCLA membership audience

Goal #3: Improve accessibility of services, communications, & policy agendas.		
Critical Tasks	Timeline	Steps to Complete Tasks
Task #1: Continue to make edits to the website to ensure services and communications are accessible and inclusive	Ongoing	<ul style="list-style-type: none"> Review ECCLA website for necessary changes Identify website plugins that increase accessibility Ensure any changes made improves accessibility and inclusivity
Task #2: Ensure future ECCLA communications are accessible and inclusive	Ongoing	<ul style="list-style-type: none"> Encourage ECCLA staff to review inclusive language guides Ensure public-facing communications are reviewed by multiple staff members, such as Annual Reports, Newsletters, and Policy Agendas Share ongoing resources for accessibility to council members Bring awareness to cultural and special interest holidays through social media and the ECCLA website
Task #3: Identify documents that need translation into other languages	End of 2022, Ongoing	<ul style="list-style-type: none"> Review scholarship and grant applications to ensure accessibility <ul style="list-style-type: none"> Explore ways to improve accessibility of scholarship and grant applications for dual language learners and applicants with auditory or visual impairments (step-by-step prompts, videos, etc.) Work with the Director of Finance and Operations to create a comprehensive budget for translation services Research common languages used in Colorado by early childhood providers and families
Task #4: Work to make policy agenda's more understandable	End of 2022, Ongoing	<ul style="list-style-type: none"> Assign the Policy Committee the task of ensuring policy agendas are written with an equity lens JEB Collaborative will complete a comprehensive review to ensure agendas are written with an equity lens Ensure policy agendas are accessible and translatable
Goal #4: Review & update ECCLA internal documents in alignment with Justice, Equity, & Belonging practices.		
Critical Tasks	Timeline	Steps to Complete Tasks
Task #1: Review & Update ECCLA Employee Handbook	End of 2022	<ul style="list-style-type: none"> Ensure ECCLA documents align with JEB practices Review documents and submit revisions to leadership for approval
Task #2: Review & Update ECCLA Website	End of 2022	
Task #3: Review & Update Direct Service Policies & Practices	End of 2022	
Task #4: Review & Update ECCLA Board Bylaws	End of 2022	

Goal #5: Establish collaborations with organizations already working with communities on Justice, Equity, & Belonging practices.

Critical Tasks	Timeline	Steps to Complete Tasks
Task #1: Identify and contact organizations that have relationships with marginalized and rural communities, or who are currently engaged in JEB work	June 2022, Ongoing	<ul style="list-style-type: none"> • Create a list of organizations and establish relationships with each
Task #2: Establish a scope of work and responsibilities for the Justice, Equity, and Belonging Collaborative	End of 2022	<ul style="list-style-type: none"> • Create a scope of work and responsibilities for the JEB Collaborative, guidance on inviting others to the collaborative • Invite organizations to the collaborative to work with ECCLA on promoting JEB practices