



2022 JUSTICE, EQUITY AND BELONGING REPORT



EARLY CHILDHOOD COUNCIL LEADERSHIP ALLIANCE
JUSTICE, EQUITY & BELONGING COLLABORATIVE

About Our Collaborative

The Early Childhood Council Leadership Alliance (ECCLA) commits to the process of ensuring equity, dismantling systems of racism, and supporting young children, families, and early childhood professionals to have a voice as their true selves in our early childhood system. We recognize that this process will take time for our organization and we commit to continuing to learn more and grow to authentically and responsively support equity, diversity, and inclusion in the early childhood system.

With this vision in mind, ECCLA staff came together to create the Justice, Equity, and Belonging Collaborative as an advisory committee and a community of professionals who wish to grow together.

Meet Our Collaborative

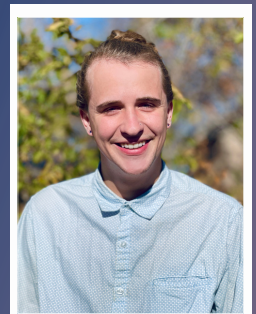
Meet our small, but mighty JEB team!



Sarah Goldman
she/her



Shannon Hall
she/her



Cameron Fall
he/him



Enola Garland
she/her



Stephanie Martin
she/her



Dallas Brown
she/they

Our 2022 Action Plan

ECCLA is committed to taking action to address the inequities that children, families, and professionals face in our early childhood system. An integral component of our Collaborative is the creation and implementation of annual action plans that highlight the annual goals we have for our organization related to justice, equity, and belonging (JEB). Our 2022 Action Plan included five goals:

2022

1. Curate resources for early childhood professionals.
2. Integrate JEB trainings into annual professional development calendars for Council Members, ECCLA Staff, and ECCLA Board Members.
3. Improve accessibility of services, communications, & policy agendas.
4. Review and update ECCLA internal documents in alignment with JEB practices.
5. Establish collaborations with organizations already working with communities on Justice, Equity, & Belonging practices.

To highlight our goal accomplishment progress, the JEB Team uses the PPP: Progress, Plans, & Problems Management Technique:

- **Progress** - These are milestones, goals achieved, finished tasks, and validated items.
- **Plans** - These are items we are still working on and will take into our 2023 Action Plan.
- **Problems** - These are items we were unable to achieve due to blockers or issues.

2022 Action Plan Progress

<h2>Progress</h2> <p><i>Milestones, goals achieved, finished tasks, and validated items</i></p>	<h2>Plans</h2> <p><i>Items we are still working on and will take into our 2023 Action Plan</i></p>	<h2>Problems</h2> <p><i>Items we were unable to achieve due to blockers or issues.</i></p>
<h3>Goal 1</h3> <p>Curate resources for early childhood professionals</p>	<h3>Goal 3</h3> <p>Improve accessibility of services, communications, & policy agendas.</p>	<p>While we did not encounter many barriers in 2022, we spent a significant amount of time creating our Equity Decision Making Tool, Lists of Resources, Trainings, and Professional Development, and more. We also spent time preparing presentations for Early Childhood Council Members and the Whole Child Consultative Roles Conference.</p>
<h3>Goal 2</h3> <p>Integrate JEB trainings into annual professional development calendars for Council Members, ECCLA Staff, and ECCLA Board Members.</p>	<h3>Goal 4</h3> <p>Review and update ECCLA internal documents in alignment with JEB practices.</p>	
<h3>Goal 5</h3> <p>Establish collaborations with organizations already working with communities on Justice, Equity, & Belonging practices.</p>		

Highlights from 2022

- In February 2022, we formed our Collaborative and created our 2022 Action Plan
- In June 2022, we presented our vision to Early Childhood Council Members
- In December 2022, we presented a Plenary Session at the Whole Child Consultative Roles Conference
- The JEB Collaborative created a Resource Collection that can support professionals in creating inclusive environments for children, families, and educators. Additionally, we created an Equity Decision Making Tool, compiled a list of JEB Trainings and Trainers, and updated the ECCLA Calendar to reflect diverse cultural holidays