



# 2023 JUSTICE, EQUITY, AND BELONGING REPORT



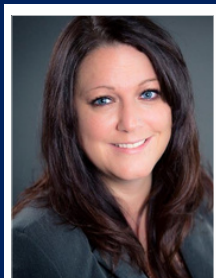
**EARLY CHILDHOOD COUNCIL LEADERSHIP ALLIANCE**  
JUSTICE, EQUITY, AND BELONGING COLLABORATIVE

# About Our Collaborative

The Early Childhood Council Leadership Alliance (ECCLA) commits to the process of ensuring equity, dismantling systems of racism, ableism, sexism, and other systems of oppression while 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.

ECCLA's Justice, Equity, and Belonging Collaborative was created as an advisory committee and a community of professionals who wish to grow together.

## Meet Our Collaborative



**Shannon Hall**  
*she/her*



**Cameron Fall**  
*he/him*



**Enola Garland**  
*she/her*



**Stephanie Martin**  
*she/her*



**Dallas Brown**  
*she/they*

## Our 2023 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 2023 Action Plan included 4 goals along with ongoing action items:



- 1.** Improve Accessibility of Services and Communications
- 2.** Review and Update ECCLA Internal and External Documents in Alignment with JEB Practices
- 3.** Clarify the JEB Collaborative's Role within ECE to Uplift All Voices, Community Needs, Resources, and to Connect the Dots for Early Childhood Councils
- 4.** Engage in Opportunities to Further JEB learning for ECCLA Staff and Membership

# Our 2023 Action Plan Progress

To highlight our goal accomplishment progress, the JEB Team uses the PPP: Progress, Plans, and 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 2024 Action Plan.
- **Problems** - These are items we were unable to achieve due to blockers or issues.

<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 2024 Action Plan</i></p>	<h2>Problems</h2> <p><i>Items we were unable to achieve due to blockers or issues.</i></p>
<h3>Goal 2</h3> <p>Review &amp; update ECCLA internal and external documents in alignment with JEB practices</p>	<h3>Goal 1</h3> <p>Improve accessibility of services and communications</p>	<p>While we did not encounter many barriers in 2023, we focused on creating a JEB Glossary of Terms &amp; Acronyms and a Road Map/Logic Model for the JEB Collaborative as well as a review and recommended update of ECCLA's Employee Handbook.</p> <p>We also spent time preparing a JEB presentation for Family Child Care Home Navigators &amp; Availability of Care Navigators' Community of Practice Session.</p>
<h3>Goal 4</h3> <p>Engage in opportunities to further JEB learning for ECCLA staff and membership</p>	<h3>Goal 3</h3> <p>Clarify the JEB Collaborative's role within ECE to uplift all voices, community needs, resources, and to connect the dots for Early Childhood Councils</p>	

## Our 2023 Highlights

- The JEB Collaborative created a JEB Glossary of Terms & Acronyms.
- The JEB Collaborative presented the work of JEB with an engaging presentation including real-life examples of this important work at an Availability of Care and Family Child Care Navigators' Community of Practice.
- The JEB Collaborative created an internal Road Map/Logic Model to clarify the JEB Collaborative's role within ECE to Uplift All Voices, Community Needs, Resources, and to Connect the Dots for Early Childhood Councils. We also created a Survey for Councils that will be sent out in early 2024 to identify their needs in the JEB area. Once we receive survey results, we will update our Road Map/Logic Model to better identify Council Needs.
- The JEB Collaborative collected resources and completed a comprehensive low-level review of ECCLA's Employee Handbook using a JEB Lens. Recommendations of edits and changes were presented to ECCLA's executive director and will be presented to the ECCLA Board in December 2023.
- JEB Collaborative Members engaged in several JEB professional development and advocacy opportunities.