



Rhode Island Association for the Education of Young Children

## **Our Commitment to Advance Racial Equity in Early Childhood Education**

**As demonstrations against racial injustice unfold across all 50 states, RIAEYC's Board of Directors and Staff stand in solidarity with protestors and the Black Lives Matter movement. We strive to be actively anti-racist, and to make space for the voices of our black early educators and the black community as we work collectively to dismantle systemic racism.**

**As [NAEYC states](#), "We condemn the generations of injustice along with the structural bias that causes disparities in outcomes based on where you live. We also want to speak directly to those of you who identify as an ally, and support you in recognizing personal implicit and explicit biases, and talking about, confronting, and responding to racism in our homes, neighborhoods, communities and schools."**

**RIAEYC's vision that all young children thrive and learn in a society dedicated to ensuring they reach their full potential remains, but all young children cannot thrive and learn until black young children thrive and learn. The reality is that overt racism and implicit bias in early childhood education are barriers to the realization of our vision. The only path forward is to actively work towards the following strategies.**

**RIAEYC Board of Directors & Staff commit to:**

- **Increase diversity in RIAEYC and NAEYC membership to better reflect the demographic of Rhode Island's children and early childhood workforce**
- **Actively increase diversity within leadership of the organization and board members to create space for divergent family experiences and to better reflect the community we serve**
- **Create safe spaces for RI's early childhood educators to discuss race and implicit bias with the goal of improving the quality of early education provided to all RI children regardless of race**
- **Amplify black voices in the field and black leaders in early childhood education through our social media platforms**
- **Promote literature for early childhood educators, families and children written by black authors that advance the conversation of racial equality**
- **Provide anti-bias education to our members and the workforce through professional development**
- **Explore early childhood policy solutions that advance racial equality in education and create advocacy campaigns to advance those policies**

**We see you, we hear you, we stand with you. Racism has no place in our membership, and we commit to increasing equity and reducing bias in early childhood education.**

**If you would like to learn more, engage with your membership or interested in joining our Board, please email us at [info@riaeyc.org](mailto:info@riaeyc.org) or visit our website at [www.riaeyc.org](http://www.riaeyc.org)**