



Agency Structure Supporting Racial Equity Commitment

The Board and staff of Child Care Resources have a strong commitment to serving families, and both formal and informal caregivers so that all young children receive what they need to develop to their full academic and social potential. Our vision is every child has a great start in school and in life. Our mission is to improve all children's access to high quality early learning experiences by engaging with families, caregivers, and communities. Our antiracism statement is "Embedded in Child Care Resources' daily work is identifying and addressing racism so that all children thrive in their early learning environments". Every CCR employee is responsible for identifying and addressing racism through their work for the agency.

CCR is an intermediary agency whose ultimate goal is improved outcomes for young children, and our work is with families, caregivers and providers, other social service agencies, and decision makers. We work to improve our own cross-cultural skills, so we can better collaborate with our partners in bringing a racial equity lens to their work with, and in support of, young children. All staff are expected to engage in personal development around this work. The agency supports this growth and exploration through a variety of learning opportunities.

We currently have the following structure in place to support our commitment to Racial Equity both internally, and with the communities we serve:

Leadership Structure

Organizational leaders including the executive and management teams meet regularly to assess internal and external goals and impact of our Racial Equity work. The Executive Team is ultimately responsible for all aspects and outcomes of the agency's racial equity work. A Board of Directors oversees the overall work of the agency, is supportive of CCR's Racial Equity work, and holds the CEO accountable.

Racial Equity Team (RET)

This diverse team of CCR staff guides the agency's racial equity work in support of the CCR mission. They develop and help implement some plans of action to support the agency in becoming an anti-racist organization and to create opportunities for every CCR employee to understand and practice anti-racism in their everyday work.

Racial Equity Orientation

CCR developed a customized three-part orientation series to educate new staff around basic racial equity concepts, definitions and terminology, and also to build skills in identifying and addressing racism they see or experience in their daily work.

Caucuses:

We offer three caucuses that staff may participate in voluntarily; each group meets regularly to address racism from a specific and unique perspective.

Every staff person is welcome to attend either of CCR's caucuses. We understand that racial identity is profoundly personal. As you consider what affinity group to attend we ask that you check your motivation for attending by reflecting on this question: am I here to learn, participate and grow?

White Caucus supports employees in their personal and professional growth towards anti-racist practices. The group is focused on creating space for white staff to address the impacts of white privilege and racism in their work and to grow their skill, understanding and ability to provide anti-racist and effective cross-cultural services to our clients.

People of Color Caucus supports employees in their personal and professional growth. This group is focused on creating space for staff of color to address the impacts of racism in their work and to grow their skill, understanding and ability to provide anti-racist, cross-cultural services to our clients.

Combined Caucus is a quarterly meeting where People of Color and White Caucuses bring their work from separate caucus meetings together for cross race dialogue to develop a common understanding of the impacts of racism in our everyday life and work.