

CFS Child & Family Services Operations Manual	<input checked="" type="checkbox"/>	Program Information	<input type="checkbox"/>	Procedure	<input type="checkbox"/>	Policy
	Document Title: <u>Cultural Responsiveness and Equity Position Statement</u>					
	Content Area: _____					
	Policy Council Approval Date: _____		Board Approval Date: _____		Effective Date: <u>5/15/2012</u>	
	Other Rev/App. Required: _____				Reviewed On: <u>10/25/22</u>	
	Regulatory References: <u>HSPS 1302.31; 1302.40; 1302.33; 1302.50</u>					
	Key Word1: _____			Key Word2: _____		
	Related Documents: _____					

POSITION: Child & Family Services (C&FS) is committed to cultural responsiveness and social equity for all children, families, staff and partners. Equity considerations include, but are not limited to: race, nationality, ethnicity, language, sexual orientation, gender, age, physical ability, religion and socioeconomic status. C&FS will support all children and families by welcoming, learning about, acknowledging and responding to the importance of each child’s home language and culture, as well as respecting and infusing local culture and traditions into programming. Educational practices will focus on supporting all children to feel a sense of belonging in their early learning setting while simultaneously creating opportunities for children to actively participate and contribute to the overall development of the “school family” culture. This will occur in such a way that each child’s home culture and language will be preserved, valued and respected.

Family engagement practices will focus on valuing each parent’s unique story that impacts all aspects of relationships and individual development.

STRATEGIES:

Family Partnerships & Curriculum Development

- Learn about a child and family’s culture and language(s) early and often
- Actively involve families in early learning program activities and curriculum development
- Provide opportunities that illustrate the cognitive and social advantages of a child knowing more than one language
- Support, honor, and preserve home language learning and use in both the home and learning setting
- Provide opportunities in the classroom and the home environment that celebrate and honor family language, culture, and traditions (including an exploration of holidays)
- Encourage home language and literacy development and provide families with information about how these activities support a child’s ability to acquire English language proficiency
- Provide children with a variety of ways to demonstrate their skills and document accordingly
- Include materials (with family input) in the learning environment that reflect the home language and culture of each child
- Incorporate relevant local culture, traditions and customs into curriculum and family events
- Access and utilize interpreter and translator services as needed to support clear communication with families
- Provide families with a variety of ways to participate as volunteers in their child’s learning setting
- Invite family/caregiver feedback on policies, practices, printed materials, events, environments, etc.

Community Partnerships

- Access community, state, and national resources
- Actively engage public school partners to assure appropriate language supports are in place for children
- Identify and promote education opportunities for children and families in C&FS programming who are English Language Learners
- Recruit volunteers that reflect a broader representation of the diversity within the community

Staff Development

- Provide professional development opportunities in the areas of Diversity, Equity, Inclusion, Accessibility, and Belonging
- Provide opportunities for reflection on topics of personal and institutional bias

Related Resources:

Responding to Linguistic and Cultural Diversity: Recommendations for Effective Early Childhood Education, *A position statement of the National Association for the Education of Young Children*:
<https://www.naeyc.org/positionstatements/linguistic>

Revisiting and Updating the Multicultural Principles for Head Start Programs Serving Children Ages Birth to Five:
<https://eclkc.ohs.acf.hhs.gov/culture-language/article/multicultural-principles-early-childhood-leaders>

Race Equity and Inclusion Action Guide:
<http://www.aecf.org/resources/race-equity-and-inclusion-action-guide/>

Diversity, Equity, and Cultural Competence:
<https://www.naeyc.org/our-work/public-policy-advocacy/cultural-competence>