



# Diversity, Equity *and* inclusion



Fairness, justice, and belonging within education and society



# Guiding Principles

At the Children's Council of Skagit County, we are dedicated to fostering an environment where every child and family has access to the opportunities and resources they need to thrive. Our commitment to equity drives us to actively work towards eliminating disparities and ensuring fair treatment for all, regardless of race, ethnicity, socioeconomic status, disability, gender identity, or other factors that might influence access to resources, opportunities, and a sense of belonging.





**DIVERSITY**

**EQUITY**

**INCLUSION**

# EQUITY AND OPPORTUNITY for All

**This is the key goal that all other goals stem from**

This represents the Guiding Principles statement as well as all other components within the Diversity, Equity, and Inclusion Guideline.

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Equity and  
Opportunity  
For All

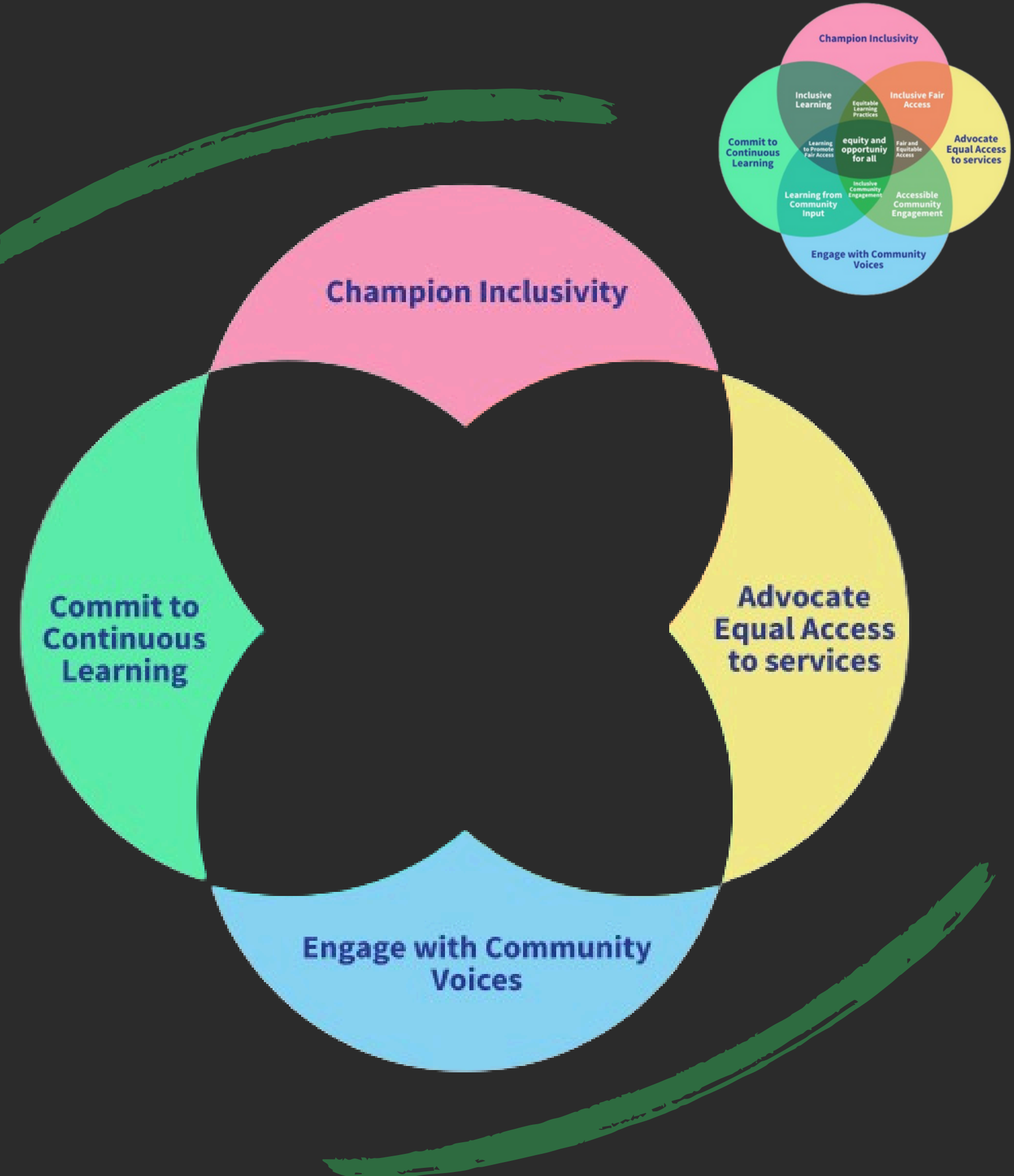


# THE CORE

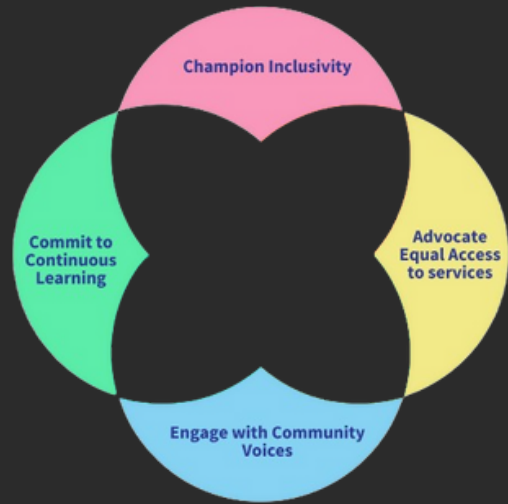
## *four*

**These are the four goals that directly stem from Equity and Opportunity for all**

These core four are founding, broad principles brought on by community input and needs assessment questions. These core four are goals to guide us in “fostering an environment where every child and family has access to the opportunities and resources they need to thrive.”



# The Core Four : Defined



## Champion Inclusivity

Embrace and celebrate the diversity of our community, fostering a sense of belonging, and ensure that our initiatives reflect and respect the varied backgrounds and experiences of Skagit County's residents

## Advocate Equal Access to Services

Identify and dismantle barriers that prevent equitable access to services and opportunities, striving to create an environment where every child and family can participate fully

## Engage with Community Voices

Prioritize meaningful engagement with families and youth from all backgrounds in our decision-making processes, ensuring that their voices and perspectives shape our work and impact

## Commit to Continuous Learning

Educate ourselves and our partners on equity issues, and remain open to feedback and new approaches that help us better serve the diverse populations of Skagit County

# WHAT SHOULD THIS *Include?*

**What does the core four look like in practice?**

From the core four, we get this further defined combination. This is more like what the core four look like in practice, particularly when we look at the core four as a whole and how they might work together.





# In practice



## Inclusive Learning

Embracing diverse perspectives in educational efforts and adapting to new approaches based on inclusivity.



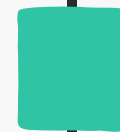
## Inclusive Fair Access

Ensuring that diversity is reflected in efforts to eliminate barriers and create equitable access.



## Accessible Community Engagement

Making sure that efforts to dismantle barriers also involve engaging community voices in shaping solutions.



## Learning From Community Input

Using feedback from community voices to guide continuous learning and improvement.



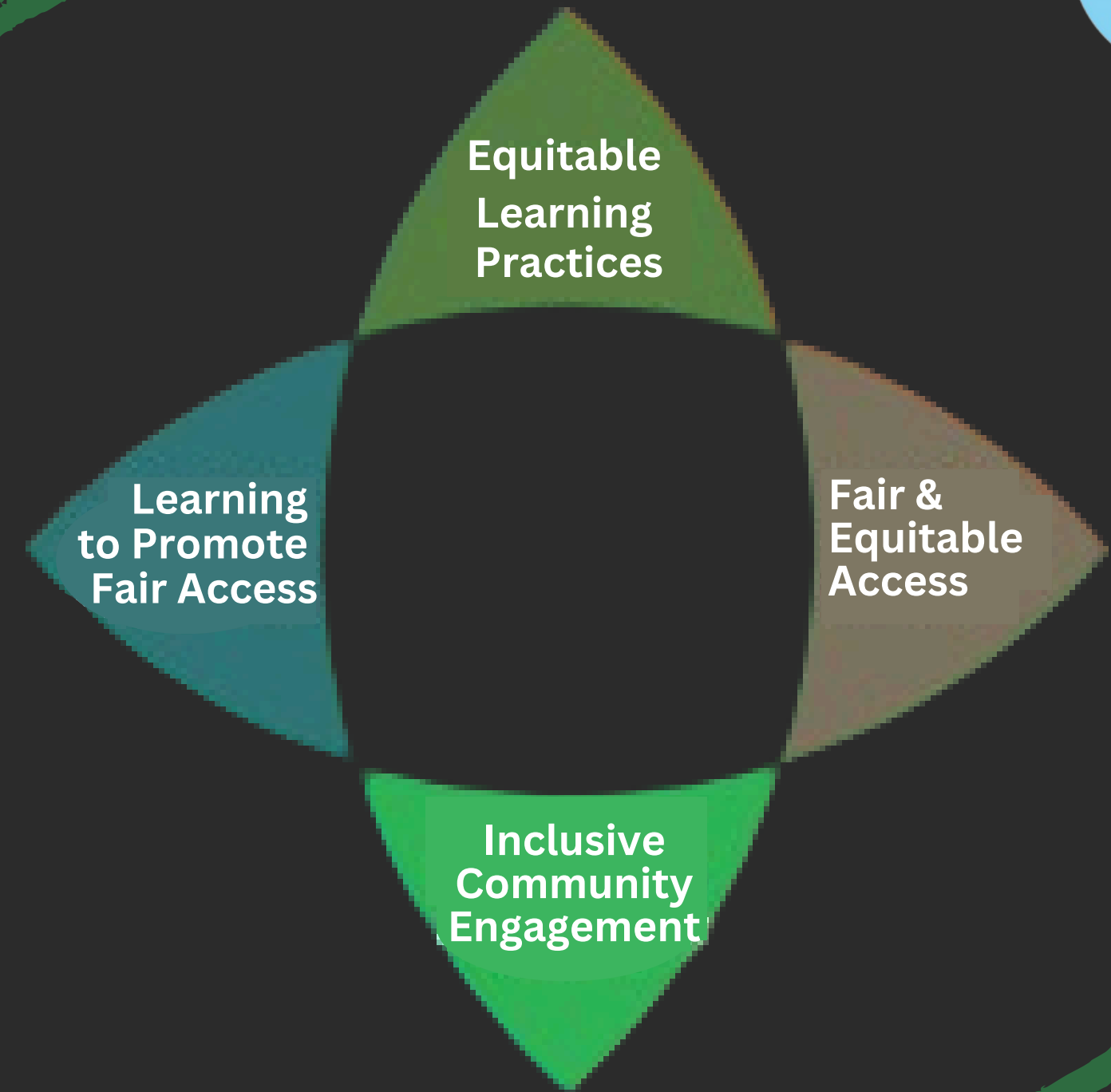


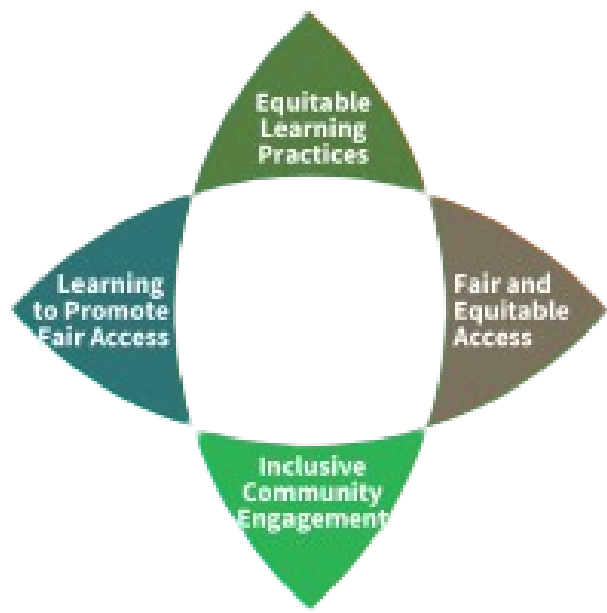
# WHAT SHOULD THIS *look like?*

## How can these goals be achieved?

When, what, and who will help us achieve a successful environment for these goals to thrive?

To create a successful environment for the goals of Inclusive Learning, Inclusive Fair Access, Accessible Community Engagement, and Learning from Community Input, it's crucial to look at the practice of these four goals.

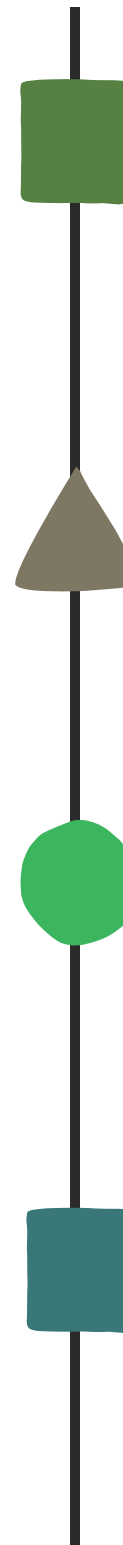




What can

**SUCCESS**

look like ?



## Equitable Learning Practices

Ensuring that continuous learning includes practices that promote equity, belonging, and fairness in educational opportunities.

## Fair and Equitable Access

Creating systems that ensure everyone has a fair and equitable opportunity to access resources & opportunities.

## Inclusive Community Engagement

Ensuring that engagement with community voices reflects and respects diverse backgrounds.

## Learning to Promote Fair Access

Using continuous learning to improve methods for dismantling barriers and promoting fair access.





**DIVERSITY**

**EQUITY**

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# Guiding Questions



Guiding questions act as a framework to ensure that a policy is not only well-designed but also effective, measurable, and responsive to the needs of the children, families, and educators of Skagit County.

In other words, these questions can help us create an accountable and reliable method for us to remain loyal to a Skagit-based Diversity, Equity, and Inclusion Mission. At the very least these questions may help guide us to create effective measurement practices.



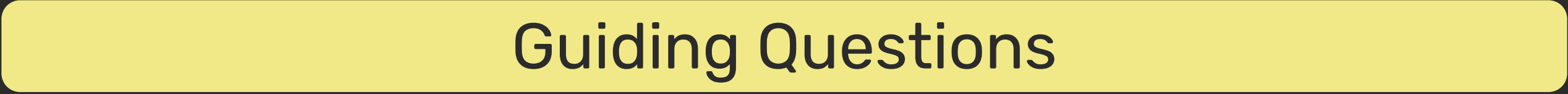
# INCLUSIVITY

## Guiding Questions



- How are we actively embracing and celebrating the diversity of children and families in our community? What specific actions and measurables are we taking to ensure our programs and practices embrace the varied cultural, linguistic, and social backgrounds of families?
- How do we ensure that our early childhood programs are inclusive, welcoming, and respectful of the different cultural, racial, and socioeconomic backgrounds represented in our community?
- Are there any children, families, or communities that we may unintentionally be overlooking in our services? How can we identify and address these gaps to ensure no family is left out?



# EQUAL ACCESS



## Guiding Questions

- What barriers to accessing our early childhood programs and services have we identified? How are we working to eliminate these barriers so all families can participate?
  - How do we ensure that every child and family, regardless of their background or circumstances, has equitable access to early learning resources, child care, and family support?
  - In what ways do our measurables show fairness in access? What data, feedback, or family input informs our approach to improving access to early childhood services?
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# COMMUNITY ENGAGEMENT

## Guiding Questions

- How are we engaging families from diverse backgrounds in measurable, meaningful and ongoing ways? How are we ensuring that parents and caregivers have a voice in shaping the programs and services we offer?
- How do we incorporate the perspectives and experiences of marginalized or underserved families into our decision-making and program development?
- What systems do we have in place to continuously gather input from families and caregivers? How do we respond and adapt our services based on their feedback?

# CONTINUOUS LEARNING

## Guiding Questions

- What steps are we taking to continually educate ourselves and our partners about equity, inclusion, and culturally responsive practices in early childhood development?
- How do we stay informed, and measure the changing needs of the families we serve, and how do we adjust our services and practices to meet these evolving needs?
- How do we remain open to feedback from families, staff, and community partners, and embrace new approaches to better serve the children and families in our care?






Defining

# WHAT WE CAN DO

**Diversity, Equity, and Inclusion Mission Statement:**  
We recognize that Skagit County is diverse, with unique communities and varying needs. Our mission is to acknowledge and address these differences by creating inclusive programs and services that are responsive to the needs of all children and families. These are the values we are committed to upholding:

- **Champion Inclusivity**
  - **Promote Equal Access**
  - **Engage with Community Voices**
  - **Commit to Continuous Learning**
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# Our Pledge



## **Champion Inclusivity:**

Embrace and celebrate the diversity of our community, and ensure that our initiatives reflect and respect the varied backgrounds and experiences of Skagit County's families.



## **Promote Equal Access:**

Identify and dismantle barriers that prevent equitable access to services and opportunities, striving to create an environment where every child and family can participate fully and equally.



## **Engage with Community Voices:**

Prioritize meaningful engagement with families and youth from all backgrounds in our decision-making processes, ensuring that their voices and perspectives shape our work and impact.



## **Commit to Continuous Learning:**

Educate ourselves and our partners on equity issues, and remain open to feedback and new approaches that help us better serve the diverse populations of Skagit County.

# Resources for Immigrant Families and Individuals: Rights, Support, and Tools

**This document, shared in chat, provides essential resources, legal support, and tools for immigrant families and individuals facing challenges related to deportation, family separation, and asserting their rights. It includes information on legal aid, safety plans, parental rights, and emotional support for children impacted by these circumstances. Whether you are seeking guidance on your rights or resources to help your family stay connected, this guide offers practical tools and support services to help navigate these difficult times.**

*(Please see January newsletter for resource information)*