



About CCR&R Equity Officers

Equity is the recognition that each CCR&R, child care provider, family, and child within NYS has different circumstances that will require **resources** and **opportunities** needed to reach fair and just outcomes. With the addition of seven regional equity officers CCR&Rs will cultivate a statewide community that is equitable and inclusive for providers, families, and children.

Outcomes & Impact

- **Decrease the disproportionate use of exclusionary discipline on BIPOC children** in Early Care and Education (ECE) spaces through curricula development
- **Minimize stress on families** when interfacing with the child care system by reducing systemic barriers to information, resources, and care
- **Minimize stress on child care providers** when interfacing with regulatory systems and agencies by implementing trauma-informed culturally-responsive practices across agencies in the ECE ecosystem
- **Develop** a racially, ethnically, generationally diverse CCR&R Network

Equity Officers will support systemic changes that impact all of the **31,000 families** and the **43,000 children** served annually by the CCR&R Network

CCR&R EQUITY OFFICERS WILL BE RESPONSIBLE FOR:

1 Planning & Impact Assessment

- Conduct Community Needs Assessments and demographics studies for CCR&R service areas
- Build Race Equity Communities of Practice between CCR&R Network & child care providers
- Compare pre & post assessments to track intercultural competence over time
- Measure equitable access and outcomes for ITMHC services

2 Access & Inclusion Across Systems

- Produce best practice recommendations for:
- ECE employment practices
 - Access to child care services for underserved communities
 - Reduce administrative burden on child care providers
 - Increase access to CCR&R services in rural communities
 - Establish multilingual resources for parents & providers

3 Curricula Development & Individualization

- Develop culturally responsive curricula to deliver to staff at regulatory & child-care support agencies to increase multicultural and intercultural competence
- Individualized curriculum based on Community Needs Assessment

Proposed Curriculum

- Implicit Bias in Childcare and Beyond: How to Support Children and Families of Color
- Multilingual Resourcing and Multicultural Representation for Leaders in the Childcare Sector
- Creating Culturally Responsive & Sustaining ECE Environments to Mitigate Expulsion & Suspension

Curriculum developed by Equity Officers will be implemented to an estimated **2,300+** child care workers, support workers, and regulatory staff within the first year.