



# 2024 DEIB INITIATIVES

Initiative	Who Should Attend	Learning Objective	Schedule
<b>CCR&amp;R DEIB Leadership Initiative</b>	CCR&R Executive Directors, Directors, Senior Leaders	Engage in important and sensitive cultural reflection. Awareness of bias and how to reduce its impacts.	Quarterly: 9:30 AM-12:30 PM, Feb 13, May 14, Aug 13, Nov 12 (plus coaching sessions)
<b>Intercultural Development Inventory (IDI/IDP)</b>	Any CCR&R Staff or non-CCR&R Staff	Assessment tool to determine sensitivity to cultural differences. Repeated annually to determine growth.	By Request
<b>Learning Café</b>	Any CCR&R Staff or non-CCR&R Staff	Provides best representation of topics and speakers to support an educational forum that informs and provides actionable steps for our CCR&R audience.	2nd Thursday of each month 12-1 PM
<b>Multicultural Work Group (MCWG)</b>	Any CCR&R Staff	Learn about culture, explore your DEI challenges, and ask questions; structured and unstructured conversations occur.	3rd Thursday of each month 11:30 AM-12:30 PM
<b>LGBTQIA+ Affinity Group</b>	LGBTQIA+ Community	Explore the experiences of LGBTQIA+. Provide space for group members to raise their own topics and act as a collective sounding board for one another.	3rd Thursday of each month 9-10 AM
<b>It Takes a Village: Suspension &amp; Expulsion Prevention (SEP) Series</b>	Any CCR&R staff dedicated to the prevention of suspensions and expulsions in ECE	Create a culturally responsive and sustainable early learning and care environment to eradicate suspension and expulsion in ECE.	March 28, April 11, May 23, June 27, July 25, Aug 29, Sept Leadership Summit, Oct 24, Nov 7, Dec 5 12-1 PM

**For more information, contact our Director of DEIB, Elijah Foulks, at [efoulks@earlycareandlearning.org](mailto:efoulks@earlycareandlearning.org)**