

## COMMITMENT TO DIVERSITY STATEMENT

Penn State child care centers are committed to building and sustaining a welcoming community that supports the inclusion of all families, educators and administrators. “We are” racially, culturally and socio-economically diverse people from a variety of family structures from across the world, with varying abilities and talents. “We are” also committed to the recruitment and retention of diverse employees and families within our child care centers. We believe that the diversity of children, families and educators enrich the educational experiences of all children.

As an accredited program, educators uphold principles of the NAEYC “Code of Ethical Conduct” ([NAEYC, 2005](#)). We work to uproot our own personal biases to bring to the surface any underlying belief systems that may get in the way of our ability to work effectively with individuals who may differ from us ([Derman-Sparks; Olsen Edwards, 2017](#)). We proactively affirm and include all children and their families based on age, race, color, ancestry, national origin, religion, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions, physical or mental disability, gender, perceived gender, gender identity, genetic information or political ideas (GURU Policy [AD91](#)).

Our curriculum exposes children to both the visible and non-visible diversity present within our world. Teachers facilitate children’s development of self-awareness and positive social identities, expression of comfort and joy with human diversity, recognition of unfairness and how to take action with others or alone against prejudice and/or discriminatory actions. Center educators also implement additional anti-biased and age-appropriate approaches into their teaching practices with young children ([Derman-Sparks; Olsen Edwards, 2017](#)).

We believe that this commitment to diversity and inclusion involves ongoing courageous conversations and active engagement from children, parents, teachers, and administrators.

Further Reading:

Derman-Sparks, Louise; Olsen Edwards, Julie (2017). “Living our Commitments: A Pledge to All Children and Families.” Anti-Biased Education. Child Care Exchange. <http://www.antibiasleadersece.com/wp-content/uploads/2017/03/APledgetoAllChildrenandFamilies.pdf>

## DIVERSITY & INCLUSION OBJECTIVES

- Work to understand, respect and accept people who are different from us.
- We will speak out about bias and prejudice when we encounter it and build an inclusive community where all feel welcomed and valued
- We will create intentional and responsive anti-biased curriculum that is developmentally appropriate, provides multiple perspectives and helps children learn to reject stereotypes