



BBF Statement on Diversity, Equity, Social Justice and Inclusion

Racism is a public health crisis. As an organization, Building Bright Futures is committed to supporting the well-being and development of each and every young child and family in Vermont. As an early childhood community, we must collectively address systemic injustice and strive to do better for our youngest and most vulnerable children and families. We are committed to listening, learning, elevating inequities and taking action to dismantle racism in our organization and in Vermont's early childhood system.

Building Bright Futures (BBF) is Vermont's foundational early childhood public-private partnership and neutral convener, mandated to serve as the State Advisory Council on early childhood. We are dedicated to improving the well-being of children and families statewide and this includes building an equitable early childhood system. To do this, Building Bright Futures recognizes this change must start with us.

It is our responsibility to personally and organizationally explore implicit biases, unconscious racism and actions that contribute to racial inequities. The personal commitment our team has made will better prepare us to be effective stewards to apply a racial equity and economic justice lens to our policies and practices in order to collectively, as an early childhood system, make overdue changes for a stronger, more equitable, Vermont.

The threats of racism are not new; we recognize many of our existing systems are built on a history of oppression, however we are now stepping up to answer the call to action. Our commitment to positive change will not just be in reaction to current events, but as a part of our ongoing work in the early childhood system by integrating and weaving a focus of diversity, equity, social justice and inclusion into our personal lives and all of our work. This focus includes, but is not limited to: Vermont's Guiding Principles, Vermont's Early Childhood Action Plan, internal staff trainings and professional development opportunities, fostering vulnerable and challenging conversations as Vermont's early childhood neutral convener, and supporting necessary change by elevating marginalized voices to inspire learning from those most impacted.

We invite conversations to consider the impacts of inequity when reviewing our data, projects, programs, service delivery and policy and ensuring an integrated and aligned approach among our early childhood partners as we shape the health, development and well-being of our youngest and most vulnerable children and families in Vermont. We look forward to your partnership.

In solidarity,

Morgan K. Crossman, PhD, MA
Executive Director
June 2020



Endorsed by the
Building Bright Futures
State Advisory Council

June 2020

Racial Equity in Early Childhood Systems

Four Levels of Change



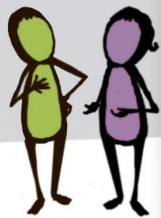
PERSONAL

The individual consistently works alone and with others, to understand their own values, beliefs, implicit biases, unconscious racism, actions and relative privileges that contribute to racial inequities and equity; the individual acts to advance racial equity.



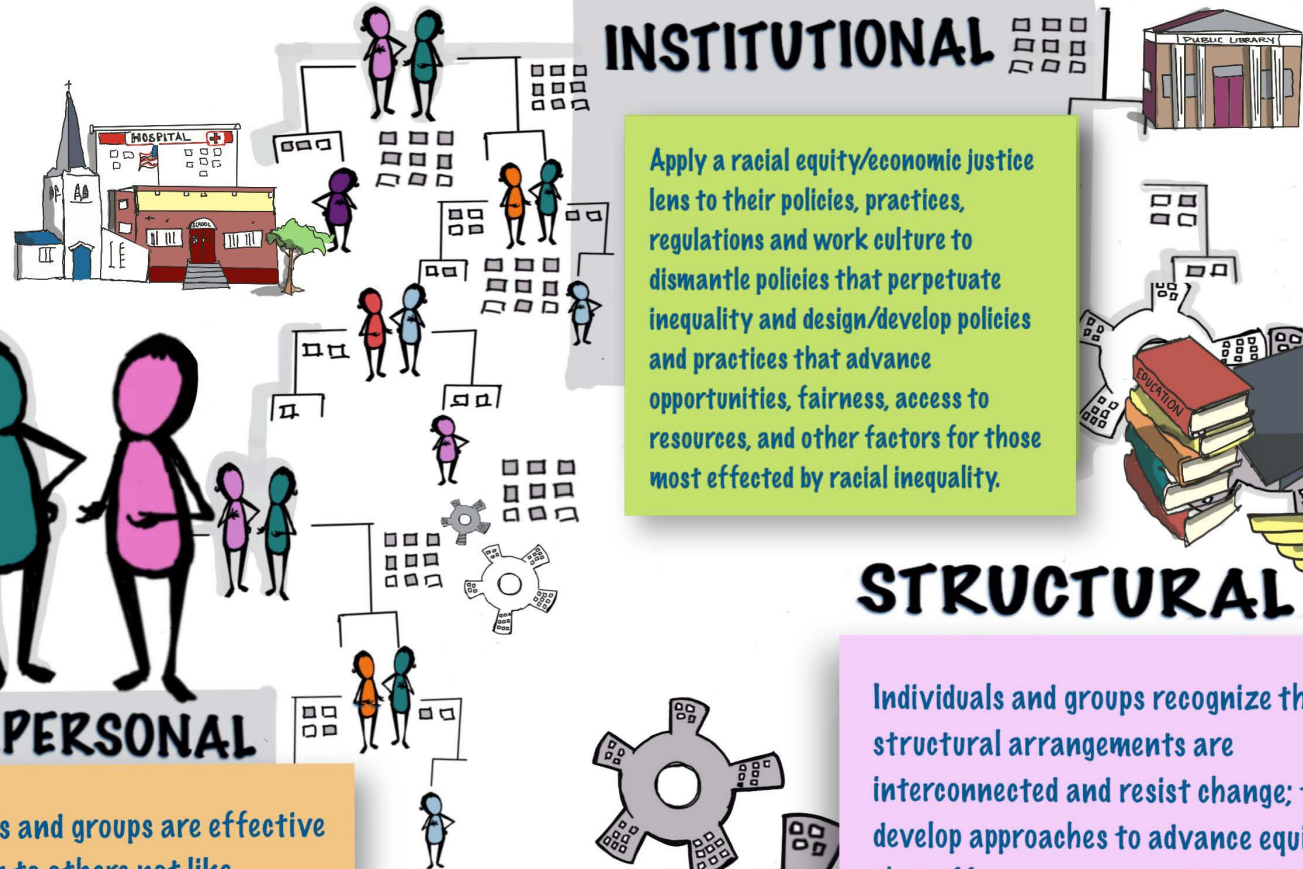
INTERPERSONAL

Individuals and groups are effective in relating to others not like themselves, actively include those typically excluded, share power, surface issues of racial inequality in interpersonal relationships, act to support positive change, and work to reduce interpersonal conflict.



INSTITUTIONAL

Apply a racial equity/economic justice lens to their policies, practices, regulations and work culture to dismantle policies that perpetuate inequality and design/develop policies and practices that advance opportunities, fairness, access to resources, and other factors for those most effected by racial inequality.



STRUCTURAL

Individuals and groups recognize that structural arrangements are interconnected and resist change; they develop approaches to advance equity that offer new or reconstituted structural arrangements; they build shared leadership and collective power that leads to change.

