

Advancing Equity

LEARN Conference 2023 Participant Reflection Guide



**Coined by Jeree Pawl and adapted with inspiration from Kandace Thomas, Carmen Rosa Noroña, and Maria Seymour St. John (2019).*

Review the [Diversity-Informed Tenets for Work with Infants, Children, and Families](#). How will you honor or act on those principles as you apply what you learned today?

- Consider especially **Tenet 1. Self-Awareness Leads to Better Services for Families**

Working with infants, children, and families requires all individuals, organizations, and systems of care to reflect on our own culture, values and beliefs, and on the impact that racism, classism, sexism, able-ism, homophobia, xenophobia, and other systems of oppression have had on our lives in order to provide diversity-informed, culturally attuned services.



- How might I intentionally acknowledge and confront biases that may affect my application of ideas I learned in this session?
 - As I consider and confront biases that might affect my application of these ideas, I discovered...
 - What are the opportunities for me to show up or speak up for racial justice related to the ideas (science, services, and/or practice-based) discussed in this session?
 - What does my experience and ideas percolated in this session bring forward as real potential for further consideration and action?
- Who benefits from these? Who does it silence, marginalize, or delegitimize?
- Where do I live in this continuum?



PAUSE Reflect again on the first set of questions under “Self-awareness” in light of your consideration of norms, values, and perspectives across the early childhood field

Who inhabits positions of power within my discipline/the early childhood field? Whose interests are promoted?

- What is the leadership pipeline? (stagnant and predictable? undergoing changes? diverse?)
- Do I interact with these positions?
 - If so, how? (directly or indirectly)
 - What are some opportunities for me to make social justice issues central in my interactions?

Is there a network of organizations and individuals that can support me in advancing equity goals in my organization, state, or field?

- Am I connected with these efforts?
 - If so, is my level of connection a good match? Why/Why not? What’s strong? What’s not working for me and what else might I wish to consider?
 - If not, what do I want to consider and/or do to increase my influence?