



**ncaeyc**

North Carolina Association for  
the Education of Young Children

# EQUITY

## in Early Childhood Education

A week-long, immersive, virtual professional development experience

**JULY 27 – 31, 2020**

LEARN MORE AND REGISTER: [bit.ly/NCAEYCEquityinECE](https://bit.ly/NCAEYCEquityinECE)

As a state affiliate of the National Association for the Education of Young Children, NCAEYC is committed to equity in Early Childhood Education. NCAEYC is focusing on supporting the growth, development, and well-being of early childhood education professionals across roles and sectors so that they can be impactful in the lives of children and families. NCAEYC's Equity in Early Childhood Education week-long, immersive, virtual professional development experience featuring **Dr. Ebonyse Mead** and **Dr. Jennifer Neitzel** from the Educational Equity Institute is open to all who have a desire to connect, learn, and grow so they can make a positive difference for children, families and our field.

In 2019, NAEYC released an updated paper: "Advancing Equity in Early Childhood Education Position Statement" that guides and informs our work.

<https://www.naeyc.org/resources/position-statements/equity>

*"All children have the right to equitable learning opportunities that help them achieve their full potential as engaged learners and valued members of society. Thus, all early childhood educators have a professional obligation to advance equity. They can do this best when they are effectively supported by the early learning settings in which they work and when they and their wider communities embrace diversity and full inclusion as strengths, uphold fundamental principles of fairness and justice, and work to eliminate structural inequities that limit equitable learning opportunities."*

*"This position statement outlines steps needed to*

- 1. provide high-quality early learning programs that build on each child's unique individual and family strengths, cultural background, language(s), abilities, and experiences and*
- 2. eliminate differences in educational outcomes as a result of who children are, where they live, and what resources their families have."*

from the NAEYC Advancing Equity in Early Childhood Education Position Paper, 2019.

# BRAVE SPACES

*Early childhood professionals need intentional opportunities to connect and engage in authentic dialogue about cultural racism, historical trauma and implicit bias to inform our role as positive change agents. As we listen, learn and understand how these things affect our lives, our society and our field, we are better equipped to be a positive influence in our roles as early childhood education professionals.*

This immersive opportunity creates brave spaces to explore, learn, reflect, empathize, investigate, consider, network, discover, deepen understanding and act. NCAEYC is deeply grateful to have Education Equity Institute as ready and committed collaborative partners in creating this week-long, in-depth, engaging virtual professional development opportunity. From the start of the “introductory session” on day one, our shared experience will be grounded in building a caring and brave community of professionals willing and able to tackle tough issues together to find our way to shared purpose, common principles, and impactful practice. Our hope is to inspire a passionate desire to learn and grow with and from other participants as we work through historical trauma, group and collective healing sessions and designated time for personal reflection.

# DAILY SCHEDULE AND AGENDA

## Monday, July 27

10:00 am - Noon; Break until 12:30 pm; 12:30 - 2:30 pm

**Shifting Paradigms** – Creating connection through shared understanding and common language. This session will lay the foundation for meaningful equity work within communities.

## Tuesday, July 28

10:00 am - Noon; Break until 12:30 pm; 12:30 - 2:30 pm

**Historical and Racial Trauma** – This training will provide in-depth discussion about shared experiences that result in cumulative emotional and psychological wounds carried across generations.

## Wednesday, July 29

10:00 am - Noon

**Healing Sessions** – The healing sessions will be both segregated and collective to embrace how all people can move toward meaningful healing and change.

## Thursday, July 30

Self-paced; Individual


**Space for Self-Reflection and Processing**  
(completed individually; nothing online this day)

## Friday, July 31

10:00 am - Noon

**Collective Healing** – Coming together to generate solutions and strategies for going forward.

Stay engaged. Stay connected.

JOIN AN  
 **ncaeyc** North Carolina Association for  
the Education of Young Children  
**EQUITY**  
in Early Childhood Education  
**COMMUNITY OF PRACTICE**  
[www.ncaeyc.org](http://www.ncaeyc.org)

**Details  
coming  
soon!**

# LEADING OUR SHARED JOURNEY



## Dr. Ebonyse Mead

**Dr. Ebonyse Mead** is an instructor at both Georgia Southern and Winston Salem State University and president of the Educational Equity Institute. For 18 years, Ebonyse has worked in communities to improve the health and educational outcomes for children of diverse cultural and socioeconomic backgrounds. Since 2016, Ebonyse has provided training on diversity, inclusion, and equity with a particular focus on examining structural barriers to educational equity, implicit racial bias, and culturally responsive instruction to the early childhood workforce.

Dr. Mead is a Certified Family Life Educator and holds a Doctor of Education in Early Childhood and a Masters in Human Services from Concordia University Chicago. In 2015,

Ebonyse completed a Masters in Family Studies from Texas Woman's University. Dr. Mead has presented nationally on racial equity in early childhood and has published articles on implicit bias and culturally responsive family engagement in early childhood and family science publications.

As president of the Educational Equity Institute, Ebonyse is deeply committed to creating brave spaces to talk about structural racism and promote equitable and just programs in early childhood.



## Dr. Jen Neitzel

**Dr. Jen Neitzel** is the Executive Director of the Educational Equity Institute, which is focused on eliminating the educational and opportunity gaps within communities through systems level change. Prior to this work, Jen was a Research Scientist and Technical Assistance Provider at FPG Child Development Institute at UNC-Chapel Hill for 15 years. During her time at FPG, her work focused on implicit bias; disparities in suspensions and expulsions; trauma; and culturally responsive anti-bias practices. Jen presents frequently at state and national conferences and is widely published in peer-reviewed journals. She also is the author of the book *Achieving Equity and Justice in Education through the Work of Systems Change*.



[www.educationalequityinstitute.com/](http://www.educationalequityinstitute.com/)

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