

Diversity, Equity and Inclusion (DEI) Statement & Guiding Principles

DEI Statement:

Early Learning Venture's mission is to provide education, resources, and support services to child care providers. Our goal is to foster equitable, high quality learning environments for children and families. Diversity, equity and inclusion are deeply embedded internally throughout our organization and externally through our work with child care providers nationwide.

I IAACT Guiding Principles:

- **Intentional:** Providing access to tools and means to interrupt cycles of poverty and oppression for marginalized communities.
- **Imperative:** Inspiring cultural responsiveness, institutional accountability and a lifetime of learning and equitable outcomes.
- **Action:** Advocating for and advancing practices of learning communities that prioritize DEI work, while applying a variety of support types and systems to compensate for cultural variances.
- **Authenticity:** Encouraging all members of our community to embrace their full and authentic selves, regardless of identity or representation.
- **Champion:** Recognizing that personal growth is accelerated when we engage with differences such as: race, culture, language, gender expression, sexual orientation, work experience, abilities, etc.
- **Teamwork:** Building on each other's strengths, listening with interest, and cultivating curiosity in order to learn and evolve together.