



Working together for a community based, non-profit child care system that is high quality, affordable, accessible, publicly funded and accountable.

Inclusion and Diversity Policy¹

The Coalition of Child Care Advocates of BC (CCCABC) is an inclusive, feminist, membership-based organization comprised of individuals and groups including parents, grandparents, child care providers, community organizations, academics and unions. Through research, public education and mobilization, we work collectively to achieve a high-quality, affordable, accessible child care system that serves the public interest.

We strive to advance our goal of an inclusive, equitable and accessible child care system in ways that reflect the values and culture of the system we are fighting for. This means that we are committed to:

1. Truth and Reconciliation

The Coalition of Child Care Advocates of BC is located on ancestral and traditional Coast Salish territory, including the lands belonging to the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and səliłwətaʔ/Selilwitulh (Tseil-Waututh) Nations.

We recognize the significance of the Truth and Reconciliation Commission of Canada, the release of the TRC's Final Report and its Calls to Action. TRC principle of reconciliation #43 identifies the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation at all levels and across all sectors of Canadian society. Further, Call to Action #12 calls upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.

By Indigenous laws, Indigenous peoples are responsible for the care and raising of Indigenous children. This is affirmed as Indigenous rights, and state obligations, by the UN Declaration on the Rights of Indigenous Peoples, to which federal and provincial governments have committed. Through the Indigenous Early Learning and Child Care Framework, Indigenous nations will be supported to restore their own authorities for their children, families and communities' futures by ensuring that every Indigenous child and family in BC is supported by spiritually enriching, culturally relevant, high quality early childhood development and care services.

We fully support and respect these rights and call on government to ensure Indigenous peoples have the resources required to restore their own authority for their children and thereby, for the futures of their families, communities, and nations.

¹ We want to acknowledge and thank organizations whose thoughts and words are reflected in this policy, building on previous CCCABC publications: BC Aboriginal Child Care Society; Canadian Centre for Policy Alternatives – BC Office; Ishtar Transition Housing Society; United Way of the Lower Mainland; YWCA Metro Vancouver.

We recognize that we have a responsibility to initiate decolonizing transformations in non-Indigenous communities and we will continue to seek appropriate opportunities to support our Indigenous colleagues in assuming their rightful leadership roles in the Indigenous governance of child and family supports.

Our full support for the rights of Indigenous communities to restore their authority for their early childhood development and care services does not absolve the rest of the early care and learning system of its responsibility to provide culturally relevant and affirming programs. As government begins to expand and update ECE educational opportunities, we will work to ensure that all ECEs are educated about the history, cultures and practices of Indigenous peoples (as appropriate) and about colonialism's continuing impacts on them and can follow these learnings in the programs they develop and provide for all children. All will benefit in relations of reciprocity and justice, mostly in ways few have yet begun to imagine.

2. Inclusion

We envision and are committed to a child care system that is universal and inclusive: a system that includes all children, particularly those who, for whatever reason, have extra support needs.

Likewise, we envision a society in which human rights are respected and we are committed to working in ways that meet human rights requirements that prohibit discrimination against marginalized groups.

We will work within our organization and with other social justice partners to speak out against unjust, unfair or unlawful discrimination including, but not limited to, discrimination on the basis of race, colour, ancestry, place of origin, religion, political belief, marital status, family status, physical or mental disability, gender, sex, sexual orientation or age.

3. Diversity

We envision and are committed to a child care system that reflects, respects and honours diversity. We believe that the early childhood community can significantly contribute to cultural competence and anti-bias practice.

We will work to ensure that the concept of diversity is not used to justify disparity.

Our call for universal access to child care does not mean that we support standardization. Rather, within assurances of equity, quality, access and inclusion, we respect the right of families and communities to develop and access a range of diverse programs and supports that meet their needs.

Likewise, we are committed to building a better world that respects and honours diversity. "We ...acknowledge, embrace and learn from all cultural and ethnic communities' practices and beliefs through their feminist lens" ("Ishtar's Belief Statements", Ishtar Transition Housing Society, 2017)

Equity

We work for a child care system where equitable resources are in place to promote access and inclusion for families – including those who face particular economic, social and cultural barriers.

Likewise, we believe that people have the right to the resources and approaches that meet their particular experiences and situations. This means moving from a simplistic notion of equal input of resources to an expectation of equity of outcome.