

Norms and Expectations

- **Speak our truth** without blame or judgment.
- Community **directly** and **authentically**.
- Be **open** to the experience of this time and space together and to each other.
- **Listen for understanding: Mirror what was said** to make sure what we heard was intended **before formulating a response**. (i.e., “What I heard you say was...” “Is that right?”)
- **Assume good intent: Acknowledge harm happens regardless of intents**.
- **Slow down** our interactions to allow for silence, processing, and thoughtful discussion.
- **Create space for everyone**: step back if you talk a lot: step up if you don’t.
- **Use process to get through difficult discussion or decisions**.
- **Value the voice and perspective of everyone** and encourage and support all participants to share, listen and learn from one another.

Charge

Increase access to a high quality, equitable and just Early Childhood Education and Care (ECEC) system of services from prenatal to school-age services by informing and providing input to identify gaps, address disparities, and support best practice efforts.

Objectives

Objective 1: “Identify program policies and procedures in ensuring equitable access into high quality programs”

Strategy: Criteria for measuring equity

Strategy: Universal enrollment application

Objective 2: “Extend the recommendations from the Funding Commission to leverage and build capacity to ensure the sustainability of local early childhood community collaborations.”