

# YOU BELONG

## HERE

Recognizing how your personal biases and privileges influence your ability to build inclusive relationships and create environments grounded in belonging, equity, and allyship.







## Belonging & Allyship



### Belonging:

Belonging is the feeling of security and support when there is a sense of acceptance, inclusion, and identity for an individual within a certain group. It is when an individual can bring their authentic self to an environment without fear of discrimination or rejection.

### Allyship:

Allyship refers to the actions, behaviors, and practices that individuals take to support, amplify, and advocate with others, especially with individuals who don't belong to the same social identity groups as themselves.

Why do these matter?

How do they show up in your work/personal life?



## Pillars of Belonging

1

Welcomed:

This means feeling warmly received and seamlessly integrated into a group or organization. It's about creating an atmosphere where everyone feels comfortable and valued from the outset.

2

Known:

This pillar emphasizes being understood, valued, and celebrated as an individual. It's about recognizing and appreciating the unique contributions and perspectives of each person.

3

Included:

This means feeling valued and accepted without reservation. It's about ensuring that everyone has a voice and is actively involved in the group or organization's activities.

4

Supported:

This involves providing the necessary resources, guidance, and assistance to help individuals succeed. It's about creating a culture where people feel they can rely on others for help and support.

5

Connected:

This pillar focuses on building strong relationships and fostering a sense of community. It's about creating opportunities for people to interact, collaborate, and build meaningful connections with one another.

What do each of these pillars look like in practice?

What are you/your organization already doing/what could you do better or more of?





## Pillars of Allyship

### Allyship In ECE

**Act:** Policy change, hold people accountable, provide education

**Listen:** Actively seek & welcome open, honest feedback. Ask “how can we do better?”

**Learn:** Seek professional development, invite members of marginalized communities into programs to share their experiences and stories (pay them!)

**Yield:** Step back & support.

## FROM ADVOCATE TO ALLY: 4 PILLARS OF WALKING THE TALK

### ACT

Go beyond words. Engage in meaningful actions. Whether it's confronting a discriminatory comment or actively pushing for inclusive policies at work, let your actions speak.

Confront bias and push for inclusion.

### LISTEN

Don't just hear—actively listen. Validate and engage with marginalized voices. Show empathy, ask open questions, and resist the urge to center the conversation on yourself.

Take a deep breath and listen.

### LEARN

Proactively educate yourself. Understand the experiences, challenges, and historical context that marginalized communities face. Remember, your lack of knowledge is not their problem to solve.

Educate yourself on the issues.

### YIELD

Know when it's time to step back and give room. Allow voices from marginalized communities to be at the forefront, especially when your own privilege could overshadow. Recognize that not every space needs to be about you.

Step back to let others speak.



# RCCC's Diversity, Equity, Inclusion, & Belonging

## Statement

### **Diversity, Equity, Inclusion, & Belonging Statement**

At Red Clover Children's Center, all are welcome. This is our non-negotiable commitment to our children, families, educators, and greater community. We work to establish a community that is understanding and appreciative of diversity within socioeconomic backgrounds, cultures, ethnicity, religion, abilities, sexuality, gender, family make-up, and learning styles. Our goal is to ensure that each person feels represented, valued, and respected.

With care, love, and unwavering support, we work to create a space where all are accepted exactly as they are, fostering confidence and self worth. RCCC is a home of learning where we value the beauty of a diverse community and create an open environment that will ensure children will go forward knowing the innate importance of all individuals.

We welcome you with compassion and understanding, and we draw a clear line that only allows kindness, inclusion, acceptance, and compassion to thrive here. In this space, relationships are built on trust and connection. Boundaries are set to protect our shared commitment to a welcome and inclusive environment. All RCCC employees, volunteers, and families are expected to honor the vast diversity within our community. We focus on impact over intent and will work to help educate our community on the critical importance of social and restorative justice. However, RCCC has no tolerance for discrimination, violence, acts of hate, or mistreatment of others. Such behavior will be taken seriously and is cause for dismissal.







**Thank You**