

# REDI FOR ADMINISTRATION

Hiring Decisions - BE Inclusive / Diverse

All children in program represented

- language
- Materials
- Adults
- IDEAS
- Holidays / Events
- Anti Bias / Racial Equity Training
- Cultural Differences Respected / Appreciated.

- Proactive / Address Issues That Arise

- Learn + Pronounce Difficult / Unusual Names Correctly.

- Sensitivity to Diverse Family Structures / Using Appropriate Pronouns.

- External equity audit

- Commitment to ongoing training (not just checking box)



- Interview Questions
  - ~~Accident Exit~~ Interview
  - Assessing the documents that language is inclusive "Family Handbook"
- REDI  
LENS
- review policies/procedures to ensure they reflect an inclusive approach w/in program operations
  - DEI training for all staff on a regular basis
  - partnerships w/ community cultural & disability ~~organiz~~ organizations/agencies
  - opportunities for on-going reflection



# REDI FOR CLASSROOM TEACHERS

- 1) Professional training
- 2) Safe environment for teachers
- 3) Value all teachers perspectives
- 4) Meal time accommodations
- 5) Ongoing PD re: diversity
- 6) Accommodations for teachers w/ physical ability challenges, also mental health challenges
- 7) Strengthen teacher ability to teach w/ technology
- 8) Provide language interpretation/translation services (and materials)

incorporate REDI w/in lesson plans

BOOKS

MORAL Support/TEAM Building

Glow + Grow

Opportunity for input

Representation in leadership



# REDI FOR FAMILIES

Family involvement in menu planning

Diverse restaurant menus for classroom

Family photos in classroom

Consideration of family cultural activities that impact child's day

Nutrition accommodations & diverse materials related to family culture

Father-figure recognition

Recognize All Adults + their Role/Involvement.

Honoring Family Traditions / Behavior Mgt | Holidays Birthdays | Culture Values Language

Cultural representation in staff

Opportunities for input

Connecting to a community



# REDI FOR OTHER STAFF (KITCHEN, JANITORIAL, BUS ETC.)

• opportunities for input\*

• visibility

• value all roles, respectful language, minimize stereotypes

• training opportunities

- Input menu's
- Representative of meetings
- Cross training to ECE
- recognition & acknowledgement
- Provide adequate/appropriate supplies, equipment
- Post family photos
- possible accommodations re: work schedule