

CHILD CARE RESOURCES: ANTI-RACIST WORK: A WALK THROUGH TIME WITH CCR

1990

- April – Child Care Resources opens its doors:
We lead community efforts to ensure that all children have access to safe, quality affordable child care”

1991

- Early Childhood Systems Project
- Summer –Nina participated in the Culturally Relevant Anti-Bias Leadership in Education Research Project (CRAB)
- Board passed a diversity/inclusion policy
- Agency-wide Cultural Assessment

1992

- Diversity/Inclusion Project

1993

- June – CCR hosted two Undoing Racism trainings for 100 people
- Anti Bias Task Force

1994

- First Cultural Audit

1995

- Reorganization, creation of Director of Diversity/Inclusion
- CCR creates the Diversity Action Team

1998

- Careers Program

1999

- CCR brochures in different languages
- All staff attend the Undoing Institutionalized Racism (UIR) training at the People’s Institute as a part of their professional development within the first year of employment at CCR.

2000

- Fall – Cultural Competency section in performance reviews
- 2nd Cultural Audit

2001

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2002

- Website (portions of site) in 5 languages, Spanish, Somali, Vietnamese, Russian and Amharic
- Translated parent packets into Spanish

2003

- Fall – Integrated cultural competency throughout staff performance review

2004

- CCR joins Not-For-Profit Anti Racist Coalition, 2 Management Team members attend
- CCR joins Minority Executive Directors' Coalition (MEDC) – 2 Management Team members attend
- Language specific workshops
- Budgeted \$\$ UIR work 05-06

2005

- April- New Mission Statement - Child Care Resources leads efforts to **promote equity for children**, community stability, and school readiness by:
 - Helping families access and choose high quality child and after school care.
 - Partnering with providers and caregivers to offer excellent care.
 - Advocating for child care solutions that strengthen communities
- November - Posting Katrina relief links
- November - "Crash" movie and discussion
- Fall - Language specific track at FCC conference
- December – Organizations identified for CCR website for Katrina & Gulf Coast relief; People's Institute and NACCRRA
- Fall – CEO attends NPARC Meetings

2006

- January- Child Care Resources Presents its UIR work to the Non Profit Anti- Racist Coalition