



SECTION: POSITION STATEMENT
POLICY: ANTI-RACISM STATEMENT

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The Manitoba Child Care Association: A Clear Position on the Matter of Social Injustice, Race-Based Inequality and our Support of all Children, Families and Early Childhood Educators

No Child, Family, or Early Childhood Educator Shall Suffer the Injustice of Racism

Despite efforts to embrace diversity, racism in Manitoba persists. Racism can be subversive and hidden, or reveal itself through actions, attitudes, and communication. We must not be silent when it occurs - silence condones racism. The Manitoba Child Care Association (MCCA) condemns and will speak out against *any* hate; any anti-Black, anti-Indigenous, anti-Asian, anti-Latino/Hispanic racism as well as anti-Semitism and Islamophobia. Hate has no place in children's lives, nor adult lives, and will not be tolerated within the Early Learning and Child Care (ELCC) sector.

Events in Canada and abroad have revealed how social injustice for Black and racialized people, Indigenous—First Nations, Métis and Inuit—peoples continue to impede equal rights for all. Racialized peoples continue to be harmed by racism and discrimination at disproportionate rates. It is imperative that the Early Learning and Child Care sector recognize both the current and historical injustices that have occurred throughout Canadian history. Standing in solidarity against discrimination and racism calls upon the ELCC sector, in Manitoba, as well as, from coast to coast to coast, to create a united front against this ever-present reality.

MCCA is committed to equity, diversity and inclusion in all its work, and strives as an organization to ensure its collective activities, communications and practices are representative of Manitoba's diverse ELCC workforce. We work collectively to serve Early Childhood Educators (ECEs), and the families and children they serve.

MCCA is proud of the diversity that exists in child care centres and home child care programs across the nation. We have long understood, as ECEs and caregivers, the importance of acknowledging and respecting difference, encouraging understanding, and promoting belonging, friendships and community with young children. We work to recognize and celebrate individual and collective diversity and the richness that this difference brings to all of our realities.

The early years are the most formative years in human development; it is during this time that a young child's development and understanding of social norms, acceptance and inclusion are formed. We, as professionals, have a critical role to play in positively supporting children's development and for maintaining our professional support systems that are actively advocating for political, systemic and societal changes.

We, as ECEs, have the privilege and responsibility to provide care and education that sets the foundation for healthy, accepting children and families and ultimately societies. The United Nations Convention on the Rights of the Child (CRC), promotes racial equality as a right of all children. The Convention presents an essential guide for ELCC practice, professionalism and advocacy. Additionally, the *MCCA's Code of Ethics and its Quality Early Learning and Child Care Belief Statement* specifically call for ECEs to work in ways that enhance human dignity in trusting, caring and co-operative relationships that respect the worth and uniqueness of the individual.

We also acknowledge that the perspectives of racialized communities and those who have lived through historic discrimination can best inform strong change. We take their lead in informing practice in ELCC and rely on their participation, knowledge sharing, lived experiences and critical assessments to help us shape best practices in social inclusion.

MCCA will continue to discuss pedagogy and share promising and evolving practices, which promote inclusion and belonging for all children, including children with diverse ethnic backgrounds, abilities and experiences. We will continue to support ECEs and caregivers who are racialized, and all ECEs and caregivers from all origins who experience adversity. We are committed to our focus on removing social injustice and racial barriers, by supporting ELCC leadership roles in our professional communities across Manitoba.

We, as representatives of the ELCC sector across Manitoba, commit to working with all Manitobans to be part of the solution.