



EQUITY IMPACT OVERVIEW

The Early Childhood Partnership of Adams County’s mission is to *build a community where all young children, their families, and early childhood professionals are able to reach their full potential*. It is recognized that this can only be achieved with a strong and intentional commitment of ECPAC (Board, Staff, and Partners) to promote equity and reduce disparities so that all children, their families, and early childhood professionals have access to the high-quality, affordable services, supports, resources, and opportunities they need to be *valued, healthy, and thriving*, towards ECPAC’s vision.

ECPAC defines its efforts as working to **promote racial and social justices and reduce disparities** that are based on lack of equitable access to opportunities to thrive due to race/ethnicity, language, gender, gender expression, gender identity, educational attainment, culture, immigration status, social-economic status, ability, mental health, substance use, or other needs, age, and/or family composition. This includes consideration for our primary stakeholders of children/families, early care and education providers, and community partner service organizations.

As a result of these commitments, ECPAC has developed the following **guiding principles** for decision-making in the **key areas of:** governance, organizational staff and culture, programming, policy and advocacy, funding, evaluation, communications, strategic planning, and external partnerships.

Authentic Stakeholder Engagement and Leadership:

Ensure community/ family members have equitable opportunities to authentically and actively engage in solutions that impact their community.

Identify and Document Racial Inequities:

Examine root causes of inequities and develop solutions that will seek to dismantle these oppressive practices or systems.

Consider Impacts:

Consider either explicit or unintended consequences for particular groups and how this may perpetuate existing or create new inequities.

Identify Success Indicators:

Identify how to measure progress and impacts of decisions based on improvements in equity and reduction of inequities.

Ensure Sustainability and Viability:

In making decisions, ECPAC will intentionally include considerations of capacity to successfully plan, implement, evaluate, and sustain outcomes.

Culture of Practice:

Create a culture that works actively to address racial and other inequities within the organization and the work of the organization.

Communicate Decisions:

Proactively communicate the process and outcome of decisions, especially to those most impacted by the decision.

For more detailed information about each of these principles, questions to consider in evaluating decision making, and plans for implementation, see the full [ECPAC Equity Impact Statement](#).