Broadening and Deepening Our Understandings of Quality

Working Toward Inclusion and Equity

Halifax 2007

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Re-defining equity and inclusion
Policy and ECE Training Considerations

- Integrative anti-racist and critical research methodology

- Addresses the intersections of race, citizenship, gender, sexuality, language and social class
Re-defining equity and inclusion
Policy and ECE Training Considerations

- Early childhood training programs place a heavy emphasis on “anti-bias” program practices

- superficial recognition of differences based on race and ethnicity
Re-defining equity and inclusion
Policy and ECE Training
Considerations

- Limited discussion on the existence of racism, homophobia or class issues being addressed in curriculum content

- Evaluation of policy development should be done with a critical education lens
Quality and Family Values

- Building Bridges: Lesbian, Gay, Bisexual, Transsexual, Transgender and Queer Families in Early Childhood Education

- Need to broaden definition of inclusion and diversity

- Growing community needs – embed rights and responsibilities in all policy areas
Equity and Inclusion in Human Resources

- Program directors have to show leadership to create safety and policies that are anti-oppressive

- ECE training programs have to be the first place to discuss the presence of LGBT families and staff

- Personal life of ECE staff is silenced due to fear of homophobia
Access to the ECE Field

- To provide an educational pathway to credential recognition of Internationally Trained ECE’S

- Canadian work experience for IT Educators

- Alleviate staff shortage in the Early Childhood education field
Access Student Profile

- Preliminary entrance survey of two cohorts indicates student history (53 participants)

- Country of Origin: India, Pakistan, Ecuador, Albania, Philippines, Sri Lanka, Jamaica, Russia, Ukraine, Israel
Country of Education
Access Student Profile

- Majority in Canada less than three years
- Majority completed undergraduate degree
- 4 completed graduate degree
5 year Career Goals of ACCESS students

- Special Needs Specialist
- Operate Private Daycare
- Enroll in PHD program
- Kindergarten Teacher
- Early Childhood Educator
- ECE College Instructor
- Centre Supervisor
- ESL Teacher
ECE in the Canadian Context

- First course in the Bridging Program
- Integration of diversity
- Play as a vehicle for early learning
- Professional opportunities
- Balance formal and cultural knowledge with new expectations in Canadian context
Challenges to Access Program

- Knowledge transformation based on “Canadian” values

- Integration of valuable cultural and educational knowledge brought forth by new experts in ECE
Future Directions

- Ongoing evaluation and further development of the program

- Examine any systemic barriers experienced by this group of educators
Future Directions

- How will formal and cultural knowledge be integrated into ECE practice?
- Will they experience any systemic barriers to career success?
- ECE pedagogy shift away from “developmentally appropriate practice”
- Re-define inclusion within a critical integrative framework
Contact Information

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www.childcareontario.org
Building Bridges: LGBTQ Families in ECE

www.aeceo.ca – Access to ECE Field