

*Statement published in June 2020 by Chief Executive Officer of Macaulay Child Development Centre*

## **Standing against racism: Building a brighter future**

The Macaulay Child Development Centre is founded on principles of equity, diversity and inclusion. For more than 80 years, we have been committed to building a brighter future for all children and families, regardless of race, religion, sexual orientation or physical and mental disabilities. As an agency, we welcome, celebrate and value the unique contributions of our staff, providers and volunteers, as well as the families we serve.

We recognize that systemic anti-Black and anti-Indigenous racism is deeply rooted in the communities we serve. Racialized populations in Toronto are facing significant disparities across all quality of life issues including; income, housing, health, wellness and safety. We also know that these factors are critically important indicators of child well-being. At Macaulay, we are reaching out, every day, to those who are underserved and/or experiencing barriers to accessing support. All of our programs and services share a common commitment to early learning, nurturing strong families, including children with special needs, respecting diversity and building community. Now more than ever, we are reminded of our vision; for all children to achieve their greatest potential within caring, responsive families and communities and we truly hope that communities can also share this vision and come together to achieve it.

Now is a time for leadership and a time for action. As leaders in early learning and child development, we will continue to listen, learn and collaborate with racialized communities and will continue to work hard to right inequalities in our city so that ALL children can participate and thrive.

Below is a link to resources for families, which includes information on how to talk about racism and violence with your children.

To learn more about Macaulay programs that specifically address systemic anti-Black racism in Toronto, please read about our More than a Haircut program.

For more information and/or if you would like to get involved, please contact us.

Stay safe and healthy,

Trevor McAlmont

***Motion:***

The Board of Directors for Macaulay Child Development Centre fully, and without reservation, support the statement issued by the organization in June of 2020 where the Executive Director of the organization outlined why and how Macaulay Child Development Centre will stand against racism.

The Board has made a decision to make a further statement of its commitment to stand against racism in all its forms.

The Board recognizes that systemic racism has impacted Black, Indigenous and people of color for a very long time. It is not limited to particular places and countries but is pervasive throughout the world.

In the north-west region of Toronto that Macaulay operates in, racism is multi-dimensional, intersecting with poverty, socio-economic, immigration and refugee status. As such, Macaulay serves a highly marginalized demographic of children and families. Macaulay's mission is to foster the optimal development of children, in partnership with their family and community. If those families and/or communities are suffering from the ravages of racism, systemic or otherwise then the mission will be hindered.

The Board of Directors for Macaulay Child Development Centre is therefore committed to standing against racism and will:

- ensure that actions and decisions from the Board will consider the impact those actions and decisions have in the fight against racism.
- ask tough questions to one another to ensure all opportunities have been explored to right inequalities.
- be advocates whenever possible in righting the wrongs of racism.
- ensure efforts are in place to have Macaulay and the Board of Directors for Macaulay reflect the communities they serve.