



COALITION OF

child care advocates

OF BC



Working together for a community based, non-profit child care system that is high quality, affordable, accessible, publicly funded and accountable.

Our Starting Place* – Next Steps

Guiding Principles

We are proud partners in broader feminist and social justice movements where, with many allies, we fight for a better world in which equity means inclusion, opportunity and accessibility for all.

We believe that the current child care chaos is a reflection of power imbalances that exist in our society.

- Patriarchal values that do not respect or deem essential women's work of caring
- Deep and lasting colonialism that continues to impact individuals, families, and communities.
- Failed market approaches that treat child care as a commodity rather than a public good

We believe that child care is a transformative issue at the core of redressing power imbalances so that we can build a better world.

The paradigm shift that emerges as a result of respecting young children and those who care for them is key to ensuring a better and more equitable world.

We strive to advance our agenda in ways that reflect the values and culture of the system we are fighting for.

We accept responsibility for initiating decolonizing transformations in our own organization and in broader non-Indigenous communities at a personal, interpersonal, organizational and systems level.

As we take action and make decisions, we must make our implicit organizational culture explicit. We must examine and, where required, disrupt our norms and practices in order to:

- Centre relationships in our work
- Seek out, listen to and respect an ever- broader range of voices and experiences
- Respect both hearts and mind
- Be open to new ideas, perspectives and energy

We will examine our advocacy through the lens of promoting justice for those who have faced racism, exclusion, marginalization and other barriers.

On our journey to dismantle power and privilege – we will take the time to carefully consider whether or our actions may cause harm.

Still – we know that we have made mistakes, and we expect that will happen again. When we do, we will accept responsibility for our error and do our best to repair relationships. Most importantly, we will work to embed the learning in our on-going work and practices.

Through this process, we will strive to bring positive energy, generosity of spirit, vigilance and an openness to learn from practice.

Questions to reflect on as we work to decolonize our organization, practices and policies – especially when we have ‘niggles’ or are moving quickly:

Does this decision/action/position/practice...

1. Redress/disrupt existing power imbalances - colonialism, patriarchy, racism and market forces?
2. Centre relationships?
3. Cause harm?
4. Lead with honesty and authenticity?
5. Reflect an ever-wider range of voices and experiences?
6. Integrate new ideas, perspectives, energy and ways of doing things?

When we do make mistakes - we will...

1. Acknowledge, apologize and accept responsibility
2. Examine and reflect on the underlying roots and causes of our mistakes
3. Consider what we would have done differently if we could turn back the clock
4. Take concrete steps to repair the harm we have caused
5. Build our learning into new organizational patterns and practices
6. Make this process explicit