

**St. Mary's Child Center  
Diversity and Inclusion  
Client Plan  
2019-2020**

**Diversity and Inclusion Mission Statement:**

St. Mary's Child Center believes that all children are inherently competent, capable and strong. Based on that premise, the board and staff, through our strategic plan and coordinated diversity and inclusion program, provide children with the highest quality early childhood experiences designed to ensure success in school and in later life.

**Diversity and Inclusion Vision Statement**

St. Mary's Child Center is nationally recognized as a high quality early childhood program. St. Mary's culture attracts children and families, board members, staff and volunteers that represent multiple dimensions of diversity. It is a fair and equitable culture in which the talents of every member of the St. Mary's Child Center community reinforces its values and contributes to achieving its mission.

**Client Diversity and Inclusion Policies**

- St. Mary's believes that all children regardless of where they come from or what has happened in their life are strong, competent and capable and citizens with rights and responsibilities.
- St. Mary's mission is to positively impact the lives and futures of children who live in poverty.
- The Board of Directors has directed that at least 75% of the children served by St. Mary's live in poverty.
- St. Mary's provides the highest quality early childhood experiences for all of our children.
- St. Mary's ensures that all children are included in our program by:
  - Awarding full and partial scholarships to children who come from poverty. For the 2018-2019 school year, 93% of our children were awarded scholarships (57% received full scholarships at \$10,000/child and 36% receive some level of support).
  - The provision of Kroger cards for gas and bus passes as needed for transportation.
  - The work of the Social Worker and Family Engagement Coordinator to assist families to meet their basic needs, access community services as needed and become advocates for their children.
  - The assistance by St. Mary's office staff to facilitate the application for CCDF, Indiana State Pre K funds and other needed funding.
  - Providing all written materials in English and Spanish and employing Spanish speakers in strategic staff positions.
  - Partnering with an agency who provides family counseling and play therapy for the children and their families at no cost.
  - Providing expertise to help children from great adversity and trauma to make connections with others, self-regulate and to learn.
  - Offering a low adult to child ratio of 1:7 (licensing ratio is 1:10)
  - Providing support from our coaches to assist the teacher in their work with the child's response to adversity and trauma and the Reggio philosophy.