



June 29, 2020

Board of Directors

Laura Festine
Sarah Miller
Celeste Day-Moore
Michael Thayer
Lisa Magnarelli
Rachel White
Jessie Shelley
Travis Hill

Lauri Swan-
Hamilton College
Liaison

Executive Director

Jo David

Assistant Director

Brittany McConnell

Dear CELC Families,

In light of recent events and protests across the world condemning racism and police brutality, the Board of Directors of the Clinton Early Learning Center has examined its own practices and protocols and has committed to the following:

1. Reviewing our mission statement to ensure that it adequately addresses our goals of combating racism and creating inclusive classrooms;
2. Taking concrete steps to increase the racial diversity and cultural competency of the Board of Directors and staff at the CELC;
3. Supporting teachers and staff through formal professional development trainings that offer strategies for combating racism and bias in the classroom and cultivating racial literacy;
4. Providing new resources, including books and teaching materials, to support this pedagogical approach;
5. Working with other local organizations and centers to advocate for inclusive spaces and condemn racism in our community.

We further commit to providing a full accounting of our work to achieve these goals in June 2021.

In the interim, we wanted to share with families some resources that may be helpful in discussing race and racism with young children. In June 2019, CELC teachers and staff participated in a professional development training on racial literacy, during which they discussed how young children begin to categorize by race and express racial bias at an early age. The recommendation of the trainers (as well as other studies in early childhood development) was to actively acknowledge race, racism, and inequality early and often with children in order to counteract racism and support antiracist action.

Because reading together is often a really practical tool for cultivating important conversations, we thought we would share a few books (and reading) suggestions with CELC families, if you are interested. Please visit our [website](#) if you are interested in seeing a longer list of resources.

With best wishes,

Laura Festine, President of the CELC Board of Directors

Celeste Day Moore, Vice President

Sarah Miller, Secretary

Travis Hill

Lisa Magnarelli

Jessie Shelley

Mike Thayer

Rachel White