A MANIFESTO DEMANDING THE END OF EXPLOITATION OF BLACK AND BROWN WOMEN IN EARLY CHILDHOOD EDUCATION
JULY 2020

Preamble:

Human capital constitutes a nation’s most important natural resources. Therefore, those who nurture young children are of fundamental importance to America’s welfare. Nevertheless, for centuries, there has been a wrongful devaluation of the work performed by Americans who contribute significantly to the full range of children’s development from birth through age 8. Recently, the 2020 Covid-19 Pandemic underscored the reality that early childhood educators, most of whom are women, are quintessential essential workers providing childcare so that parents may work without worry or distraction. Ironically, they are among the lowest paid education professionals and, within their ranks, there are salary disparities according to race with Black women being paid the least. Unfortunately, this is in keeping with the fight for equality and justice during the ongoing Racism Pandemic that plagues our nation.

We assert that:

1. Whereas, high quality early childhood education (ECE) is an essential service for the purpose of maximizing each child’s developmental opportunities so that ALL young children thrive benefiting families and providing the linchpin to our nations’ economy.
2. Whereas, the majority of young children in the United States today are children of color who are deprived of equitable opportunities that would allow for their comparable school success with other groups.
3. Whereas, the education profession is built on a foundation of gender and racial inequities that deny early childhood educators the respect, resources, and remuneration comparable to educators across the spectrum of the field.
4. Whereas, the early childhood education ranks include disproportionate numbers of Black and Brown women in essential but low-end roles and thus are underrepresented in the variety of leadership positions in the pipeline.

We conclude that:

1. Black women have been exploited from at least as long ago as slavery and their ranks have been subsequently joined by Brown women over time up through to the present.
2. Black and Brown women have had little or no voice in comparison to their numbers in the field due to their absence from leadership roles, including that of teacher as well as policy maker.
3. Structural racism has produced quality inequities in early childhood education programs that have denied children of color and Black and Brown women opportunities to reach their full potential.

Therefore, be it resolved that:

America’s “new normal” must include the public and private sectors’ implementation of the necessary and sufficient conditions for high quality, appropriately compensated, childcare staff who provide essential services to all in need of them. We must:
Rethink the tenets of quality early childhood education casting off the strictures of structural racism; Reimagine an early childhood education system that does not exploit Black and Brown women with discriminatory wage gaps and lack of opportunities for career advancement; and, Re-construct an early childhood education system that truly fulfills the promise of anti-racist, socially just opportunities for ALL adults engaged in its delivery, thus, fully supporting the children, families and our nation already depending on this essential service.

A new and just America must provide a sea change in the working conditions of Black and Brown early childhood professionals. With the intent to radically change the long “course of human events” that contribute to the exploitation of the early childhood profession, we realize, as did Martin Luther King Jr., “…that freedom is never voluntarily given by the oppressor; it must be demanded by the oppressed.” With that in mind, we demand the following next steps be taken within an anti-racist perspective:

1. Just compensation which, at a minimum, includes salaries and benefits equivalent to public school educators
2. Professional development opportunities that include
   a. agreed upon qualifications,
   b. supportive working conditions, and
   c. professional preparation with access to high quality higher education and substantive continuing education; and
   d. career pathways from high school to PhD
3. Leadership opportunities – nothing about us without us! Leadership includes meaningful influence in the governance and regulation of the profession.

What You Can do Now:

1. Create: professional change agent networks of ECE educators of color
2. Analyze:
   a. local and state wage and salary data with a racial and ethnic equity lens as a starting point for policy and regulatory changes related to compensation
   b. state by state access to and funding for high-quality teacher preparation programs, with emphasis on candidates who reflect the ethnic and linguistic diversity of the jurisdiction; and
3. Fund:
   a. strategies that immediately set in motion equal pay for equal work to close the wage gap between Black and Brown early childhood educators and their White counterparts
   b. place-based financing models that lead to adequate financing for high-quality early childhood education programs that employ well-compensated professionals with special attention to equitable compensation for Black and Brown early childhood educators.

Please Join Us!

1. Sign this Manifesto thereby indicating your active support and recognition of the essential service provided by early childhood educators. Manifesto signatures will be updated periodically throughout 2020. Please indicate your desire to be included with an email to p2ppeopleofcolorcaucus@gmail.com. In that email, please in addition to your name, provide
your role in the field (teacher, administrator, family childcare provider, higher ed faculty, etc.) and the state where you reside.

2. Demand an immediate end to the inequitable compensation of Black and Brown early childhood professionals (equal pay for equal work)

3. Take the lead in your community to build consensus toward a sustained response to the systemic factors that exploit the female workforce in early childhood education; and

4. Share this Manifesto, along with your action ideas via the various media platforms you use as well as your professional affiliations.

**Originators**

P2P People of Color Caucus consisting of the following NAEYC Interest Forums:

Asian (Sandy Baba and Shu-Chen “Jenny” Yen, Facilitators)

Black Caucus (Jerlean Daniel and Maurice Sykes, Co-Chairs)

Diversity and Equity Education for Adults (Meg Thomas, Kevin McGowan and Encian Pastel, Facilitators)

Latino (Veronica Torres, Luis Hernandez and Jorge Saenz De Viteri, Facilitators)

Tribal and Indigenous Early Childhood Network (Elle Kooljin Roelofs, Facilitator)

Links embedded in the document:

(1) disparities – [https://cscce.berkeley.edu/racial-wage-gaps-in-early-education-employment/](https://cscce.berkeley.edu/racial-wage-gaps-in-early-education-employment/)

(2) justice – [https://earlyedcollaborative.org/assets/2020/06/D_COLLABORATIVE_Email_Statement_060420v2.pdf](https://earlyedcollaborative.org/assets/2020/06/D_COLLABORATIVE_Email_Statement_060420v2.pdf)


On the following pages are an additional 120 + signatures received through mid-August 2020, in support of the MANIFESTO DEMANDING THE END OF EXPLOITATION OF BLACK AND BROWN WOMEN IN EARLY CHILDHOOD EDUCATION. The People of Color Caucus is immensely grateful for the enthusiastic support of the individuals and organizations represented here. THANK YOU!

**THE SIGNATURE PAGES WILL BE UPDATED AGAIN AS NECESSARY THROUGHOUT 2020. PLEASE CONTINUE TO SHARE THE MANIFESTO WITH YOUR NETWORKS.**
<table>
<thead>
<tr>
<th>Organizations</th>
<th>Individuals</th>
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<tr>
<td>Bay Area Child Care Collective, CA</td>
<td>Dr. Debra R. Sullivan ücken and Executive Director, Ashe Preparatory Academy, WA</td>
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<td>Be Strong Families, Family Support, IL</td>
<td>Cassandra Welchlin ücken and Organized/Co-Convener Mississippi Black Women’s Roundtable, MS</td>
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<td>Esther L. Bush ücken and CEO, Urban League of Greater Pittsburgh, PA</td>
<td>Barbara Yates ücken and CEO Think Small, MN</td>
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<td>Lola M. Cornish Consulting, CA</td>
<td>Deborah Young, PhD Executive Director, Empowering Communities Globally: For Care of Children, CO</td>
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<td>Diane Dodge ücken and Dodge Family Fund PA</td>
<td>Jennifer Slack ücken and Leader Our Neighborhood Child Development Center, VA</td>
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<td>Anne Douglass, PhD Executive Director, Institute for Early Education Leadership and Innovation MA</td>
<td>Katie Albitz ücken and Public Policy Coordinator NY</td>
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<td>Educators for Peaceful Classrooms and Communities.org, CA</td>
<td>Lindsey Allard Agnamba ücken and Consultant CEO, MD</td>
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<td>Marissa Fay-Martin ücken and Executive Director New Bedford Children, MA</td>
<td>Erica Almaguer ücken and Director, CA</td>
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<td>Michelle Figlar VP of Learning The Heinz Endowments, PA</td>
<td>Chris Amirault, PhD School Director, OK</td>
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<td>Tony Fountain, Sr. ücken and Support America’s Teachers, Inc., NV</td>
<td>Dona Anderson ücken and Higher Ed Administrator NY</td>
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<td>Gender Justice in Early Childhood, CA</td>
<td>Linda Hassan Anderson ücken and Retired Early Childhood Educator, GA</td>
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<td>Stacie Goffin, Ed.D. Goffin Strategy Group, LLC Independent Practitioner, CO</td>
<td>Mary Anton ücken and Principal Mentor/Coach MA</td>
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<td>Rebecca Gomez, EdD Program Officer in Education Heising-Simons Foundation, CA</td>
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<td>Clarence Little, Executive Director, Grove Hall Child Development Center, MA</td>
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<td>Dr. Calvin Moore CEO, Council for Professional Recognition, DC</td>
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<td>NAEYC Men in Education Interest Forum Leadership (Bryan Nelsen, Frances Carlson, Rodney West, Josh Thompson and Jill Klefstad)</td>
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<td>NAEYC Peace Educators Interest Forum</td>
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<td>National Black Child Development Institute, DC</td>
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<td>Parents Voices Oakland, CA</td>
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<td>National Association for Family Child Care</td>
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<td>Peace Educators Allied for Children Everywhere, Inc.</td>
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<td>Fran Simon CEO Engagement Strategies, LLC, DC</td>
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<td>Jennifer Slack Founder and Leader Our Neighborhood Child Development Center, VA</td>
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