

# Committee for Children's Diversity, Equity, and Inclusion Timeline

The following timeline represents an overview of activities, content, and milestones related to diversity, equity, and inclusion (DEI) at Committee for Children over the past five years. This timeline is not all-encompassing but aims to provide a snapshot of our progress and challenges as we work to advance DEI inside and outside of our organization.

## 2016

### September

- Committee for Children establishes an Internal Equity Workgroup



## 2017

### January

- ["Building on Dr. Martin Luther King, Jr.'s Powerful and Profound Empathy"](#) blog post

### March

- ["SXSWedu 2017 Recap: Social-Emotional Learning and Equity Take Center Stage at Annual EdTech Conference"](#) blog post

### June

- Our Policy and Advocacy Team signs on to ["Support Programs That Affect Children's Health and Well-Being"](#)

### August

- ["Response to Charlottesville: A Call for Empathy and Inclusion"](#) blog post

## 2017 (continued)

### December

- [“Forging the Connection Between Social-Emotional Learning and Education Equity”](#) blog post

## 2018

### March

- Our Policy and Advocacy Team signs on to [“Letter to Betsy DeVos: School Discipline”](#)

### July

- Our Policy and Advocacy Team signs on to [“Letter from Committee for Children and the Collaborative for Academic, Social, and Emotional Learning to Rep. Danny Davis,”](#) which is focused on providing five-year grants to states, school districts, and Native American tribes to increase student access to trauma-support services and mental health care

### August

- Committee for Children advances our DEI work by creating an Equity Advisory Group (focused on our programming) and an Internal Equity Group (focused on our workplace)

### September

- All-staff training on diversity and equity in the workplace led by Cultures Connecting

## 2019

### January

- Our Policy and Advocacy Team signs on to [“Joint Letter on 2014 Discipline Guidance Rescission”](#)

### February

- [“How Building Community Helps Kids Learn with Mandy Manning”](#) episode of the *Grow Kinder*® podcast

### March

- [“Then & Now: Research at the Roots”](#) blog post

### May

- To improve the cultural relevance of our in-development Second Step® Out-of-School Time program, the program's product team begins working with experts in culturally responsive pedagogy

## 2019 (continued)

### August

- To improve the cultural relevance of Second Step® Elementary, the program's product team begins working with experts in culturally responsive pedagogy
- Our Policy and Advocacy Team signs on to "[Letter to Congress Regarding the Treatment of Children at Mexico–US Border](#)"

### September

- "[Why Representation Is Important for Student Success with Dr. Peter DeWitt](#)" episode of the *Grow Kinder*® podcast

### October

- "[Cultural Competence and Teaching Diverse Student Groups with Dr. Lisa Delpit](#)" episode of the *Grow Kinder* podcast



## 2020

### January

- Committee for Children partners with Education First to conduct an organizational assessment and lead two DEI workgroups focused on DEI strategy and "equityXdesign" training
- "[Getting First-Generation Kids to and Through College with Elissa Salas](#)" episode of the *Grow Kinder* podcast
- "[Making SEL Equitable for Underserved Communities with Deborah Delisle](#)" episode of the *Grow Kinder* podcast
- "[Educating and Supporting Girls of Color with Dr. Monique Morris](#)" episode of the *Grow Kinder* podcast

### February

- The product and research teams finish identifying which materials to replace in our Second Step® Early Learning and Second Step Elementary programs

*Note: Replacement work was originally slated for completion in March 2020. Due to the impacts of the COVID-19 pandemic, the project was moved to later in the year when it was safe for the work to be done.*

- Committee for Children's research team begins evaluating our K–5 materials to ensure cultural relevance and assess representation

### March

- "[Inspiring Girls to Be Strong, Smart, and Bold with Dr. Stephanie Hull](#)" episode of the *Grow Kinder* podcast

### April

- Our Policy and Advocacy Team signs on to "[Support Supplemental Funding for English Learners](#)"
- Our Policy and Advocacy Team signs on to "[Letter to House Leadership Regarding Homework Gap](#)"

## 2020 (continued)

### May

- Education First-supported internal DEI work is paused due to COVID-19 crisis response

### June

- [What Allyship Means to Us](#) CEO statement is released to clients and staff
- An Allyship Guide for staff is developed and released
- "[Centering BIPOC Voices](#)" episode of the *Grow Kinder*® podcast
- "[How to Start the Conversation About Racism](#)" episode of *The Imagine Neighborhood*™ podcast
- "[Addressing Exclusionary Discipline Reform](#)" blog post

### August

- Committee for Children's Board of Directors forms a DEI Task Force
- "[School Culture vs. Climate with Greg Lucas](#)" episode of the *Grow Kinder* podcast
- "[Why Trauma-Informed Approaches Help Advance Racial Equity](#)" blog post

### September

- Our Policy and Advocacy Team signs on to "[Support Maintenance of Equity Requirement](#)"
- "[Preventing Race-Based Bullying with Captain Compassion and Dr. Jasmine Williams](#)" episode of the *Grow Kinder* podcast
- "[Supporting Racial Equity with Culturally Responsive Pedagogy and SEL](#)" blog post
- "[The Role Policy Plays in Understanding Race-Based Bullying](#)" blog post

### October

- Committee for Children's Executive Leadership Team begins development of a comprehensive DEI strategic plan
- Our [Captain Compassion](#)® bullying-prevention campaign focuses on race-based bullying and is created with content development partner Mahogany L. Browne, author of *Woke Baby*
- Our Policy and Advocacy Team publishes an "[SEL and Racial Equity](#)" policy brief
- "[Why Does SEL Matter in Promoting Educator Diversity](#)" blog post
- "[First Steps in an Educator's Path Toward Allyship](#)" blog post
- "[For Educators Aspiring Toward Allyship: A Note on Where to Begin](#)" blog post
- "[For Educators Aspiring Toward Allyship: Starting in the Classroom](#)" blog post
- "[For Educators Aspiring Toward Allyship: Making an Impact at School](#)" blog post

### November

- The Board of Directors' DEI Task Force begins working with staff on a revised Equity Statement to guide Committee for Children in its DEI strategy development and equity commitments
- [Supporting Students Post-Election](#) CEO message to clients and staff
- [Advancing Our Equity Work](#) CEO message to clients and staff about [free replacement materials for Second Step](#)® Early Learning and Second Step® Elementary, our upcoming [Anti-Racism and Anti-Bias Resources page](#), and a new [Learning for Justice alignment chart](#)
- "[When Bullying Is Racially Motivated: Recognizing It for What It Is and Supporting Kids to Be Anti-Racist Upstanders](#)" blog post
- Land acknowledgment is added to the cfchildren.org [About Us](#) page

## 2020 (continued)

### December

- Committee for Children's [Anti-Racism and Anti-Bias Resources page](#) launches
- Committee for Children joins the Leadership Conference on Civil and Human Rights
- Second Step® Early Learning and Second Step® Elementary replacement materials and FAQs are released
- Our Policy and Advocacy Team plans and leads the National Coalition to Prevent Child Sexual Abuse and Exploitation's virtual, two-day annual meeting, which engages in anti-bias training and agenda-setting with racial equity as a priority

## 2021

### January

- [Celebrating Dr. Martin Luther King, Jr.](#) CEO message to clients and staff
- Committee for Children's Board of Directors approves the organization's new Equity Statement
- The organization selects Nonprofit HR as a new DEI consultant
- "[Identity and Belonging: Anti-Racist Curriculum and Black Studies in Schools](#)" blog post
- Committed for Children hosts a [Using SEL to Create Equitable Schools](#) webinar

### February

- [Black History Month video series celebrating Black educators](#) is released
- [The Imagine Neighborhood™](#) podcast launches an "[Imagine Equity](#)" series