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

December

"Forging the Connection Between Social-Emotional Learning and Education Equity" blog post

Committee for Children®

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

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

Committee for Children®

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 Team and Research Team 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 Second Step Elementary 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"

May

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

Committee for Children®

2020 (continued)

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

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

Committee for Children®

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

Committee 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

Our Diversity, Equity, and Inclusion page launches

March

Committee for Children finalizes our overarching DEI strategy

A statement denouncing hate crimes against the Asian American and Pacific Islander (AAPI) community is published

April

A message reacting to Derek Chauvin's verdict is published

An organization-wide DEI learning journey for staff begins

May

The second season of the *Grow Kinder®* podcast launches with a focus on DEI

Committee for Children hosts our first DEI-focused panel with experts and educators

"Celebrating Asian American and Pacific Islander Heritage Month" blog post

"Celebrating Jewish American Heritage Month" blog post

Asian American and Pacific Islander (AAPI) videos series celebrates and amplifies the voices of AAPI educators

June

Pride Month video series celebrates Committee for Children staff who identify as part of the LGBTQIA+ community

September

National Hispanic Heritage Month video celebrates Hispanic and Latinx American educators

Committee for Children®

2021 (continued)

October

Panel discussion sponsored by Committee for Children and hosted by CASEL examines how social-emotional skills connect to civic responsibility and justice

The Captain Compassion® campaign returns to teach kids how to prevent racially motivated bullying

The Spanish-language version of Second Step® Out-of-School Time becomes available for purchase

November

Native American Heritage Month video series celebrates Native American and Indigenous educators

A Grow Kinder® podcast mini-season focuses on diversity, equity, and inclusion in the media

December

Committee for Children's updated vision and North Star Goal reaffirm our commitment to equity and justice

- **Vision:** Safe children thriving in a just and peaceful world

- **North Star Goal:** To positively and equitably transform the social-emotional well-being of 100 million children annually by 2030

2022

February

Black History Month video celebrates the positive impact of Black educators

March

Women's History Month blog series features Executive Leadership Team members' reflections on the women who've influenced them and breaking biases

The Second Step® SEL for Adults Equity & Belonging module is released

Committee for Children®