

# STATEMENT FOR DIVERSITY, EQUITY, & INCLUSION

## A Statement For Collective Healing

*This statement is grounded in 400+ years of the human experience of Black & Indigenous people, and all other oppressed groups, and the lack of acknowledgement of that experience.*

As part of the global infant/toddler mental health community, we are committed to deepening the conversation and promoting reflection and action to address ongoing bias, structural racism, and racial violence that impact the health and wellbeing of babies and their families. Children and families must have access to programs and services without regard to their socio-cultural identities. We believe in the power of relationships to raise a collective voice against racism and bias. We stand in solidarity with the communities who face adversity across the nation and the world and commit ourselves to mitigating the chronic trauma that anti-Black racism and systems of oppression have had on generations of children, their families, and the infant/early childhood workforce. We hold in mind parents, caregivers, and the workforce from these communities who are tasked with protecting and creating a safe space for babies, while also experiencing their own similar emotions and consequences related to systems of oppression. We believe that change and healing start with each one of us. We must intentionally examine and acknowledge the ways we contribute to the continuation or dismantling of racial trauma and structural oppression. We must respond with purpose and action.

**BABIES CANNOT WAIT!**

