

## **Race and Ethnicity at FPG**

### **Position Statement**

Nationwide, children of diverse racial, ethnic, cultural, socioeconomic, and linguistic backgrounds are too often viewed as challenging, “at-risk”, and of limited intellectual capacity. Wide disparities in achievement bear witness to the ways in which our educational and social systems have failed those most in need of support. Historic discrimination coupled with changing demographics necessitates clear and intentional efforts to support young children who are racially and ethnically diverse in achieving their personal, academic, and economic potential.

FPG is committed to ongoing critical assessment of our collective and individual efforts. FPG strives to be an organization that is reflective of, responsive to, and welcoming for individuals with diverse racial, ethnic, and cultural backgrounds through five interrelated efforts.

- FPG will engage in the necessary efforts to enhance and develop culturally sensitive work and social environments that encourage the expression of cultural, racial and ethnic differences.
- FPG will increase the number of individuals from different races and ethnicities in positions at all levels, with particular emphasis at leadership levels (e.g., scientist, investigator).
- FPG will interact and share with like agencies and institutions to develop a research and knowledge base on how to understand and support racially and ethnically diverse learners and their families.
- FPG will pursue partnerships and collaborative relationships with scientists and colleagues who are ethnically and racially diverse, as well as institutions that are dedicated to social equity.
- FPG’s research, professional development, and outreach efforts will focus on work that enhances the capacity for early childhood teachers, administrators, and leaders to support the growth, learning, and welfare of diverse young learners and their families.

These ongoing reciprocal efforts will be championed by FPG leadership and will be visible at all levels of the organization (structural, project, individual).

(September 14, 2008)