

## **MNAFEE Workshop aligns with PELSB Cultural Competency Requirement**

The Minnesota Association for Family and Early Education (MNAFEE) hosted a workshop on October 29th, 2021 and November 19, 2021 which aligns with the Cultural Competency requirement for relicensure.

**Workshop Title:** ECFE for Equity: Experience a Reflective Dialogue approach to create a welcoming and inclusive environment for all parents, children, and teachers.

**Workshop Description:** Through a Reflective Dialogue approach, educators will participate in a unique opportunity to reflect on their own perspectives and practices related to promoting racial equity and inclusion in their early childhood and parent education programming. Reflective Dialogue uses a blend of engaging video clips paired with non-directive methods of discussion and reflection, which will prompt each participant to generate new insights personalized for them and their specific context.

During the workshop and beyond, participants will access tangible resources to support translating insights into application. The resource library offers a variety of strategies for approaching racial equity, both direct and indirect, so that educators feel supported in their intentional strategies to create a welcoming environment for all parents, children, and teachers.

**Cultural Competency Requirement:** *Effective for all tiered license renewals in 2020 and thereafter, training that promotes self-reflection and discussion including, but not limited to the following topics: racial, cultural, and socioeconomic groups; American Indian and Alaskan native students; religion; systemic racism; gender identity, including transgender students; sexual orientation; language diversity; and individuals with disabilities and mental health concerns. Training programs must be designed to deepen teachers' understanding of their own frames of reference, the potential bias in these frames, and their impact on expectations for and relationships with students, students' families, and the school communities.*

### **This requirement is addressed through the MNAFEE workshop in the following ways:**

The use of a Reflective Dialogue Approach for this workshop specifically created multiple opportunities for participants to examine their own frames of reference, the potential bias in these frames, and their impact on expectations for and relationships with children, parents, and educators. Specific topics addressed include: racial, cultural, and socioeconomic groups; systemic racism, gender identity, and mental health concerns.