



## Cultural Diversity Policy

TenderCare enrolls children of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to all children enrolled at the Center. The Center does not discriminate on the basis of race, color, sex, age, disability or national origin in the administration of its educational policies, admission policies or other center-administered programs.

TenderCare Child Care is committed to cultural diversity approaches embedded in the education plan. The children, families, staff and the local community represent a variety of cultural backgrounds. We strive to create a program that truly reflects this diversity. By recognizing the impact culture plays on families, Staff make every effort to provide culturally responsive care and education by acknowledging human differences and the right of people to make choices about their own lifestyle.

Staff recognizes, appreciates and respects the uniqueness of each child by:

- Encouraging children to respect other cultures
- Providing children with positive experiences exploring similarities and differences
- Teaching children to live happily and co-operatively in a diverse world
- Providing activities, foods, pictures, songs and stories which are reflective of other countries and cultures

In relation to cultural and racial equality TenderCare Child Care aims to:

- Contribute to each child's awareness of cultural and racial groups
- Positively acknowledge similarities and differences between cultural and racial groups
- Promote positive attitudes to children being part of a diverse society
- Reflect each child's racial and cultural background
- Recognize the diversity of family structures

### **Families**

At TenderCare Staff recognizes the diversity of family structures and lifestyles. Our programs help children to learn that there are many different interpretations of the family, all of which are normal and that each child does belong to a family. Additionally, we believe it is important to recognize the variety of roles of the family members in different families (e.g. Mother working, father staying at home, etc). The programs aim to allow children to appreciate these differences.

### **Children with Special Needs**

The Center Philosophy of providing care for all children incorporates meeting the special needs of all children. Children develop at their own rate, with their own range of abilities, interests, personalities and needs. It is through positive attitudes and

interactions with children with special needs that integration and inclusion is achievable.

### **Gender Equity Policy**

The first five years of a child's life are critical in the formation of attitudes and behaviors. Assumptions about gender roles developed in these years can persist into adulthood, thereby affecting a person's life choices and decisions. Therefore, TenderCare Staff believe that both boys and girls have an equal capacity for experimenting with new materials, participating in active experience and learning new things and, for this reason, Staff are actively working to promote gender equity.

### **Non-discrimination statement:**

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### **Americans with Disabilities Act Statement:**

The ADA is a federal civil rights law that went into effect in 1992. The Act states that people with disabilities are entitled to equal rights in employment, state and local public services, and public accommodations such as preschools, child care centers, and family child care homes. ADA presents an exciting opportunity to plan for and include children with disabilities in early childhood settings. Children and families benefit from inclusion. Children with disabilities share learning opportunities with their peers. Inclusion also fosters caring attitudes and teaches children about interdependence and understanding for human differences. For early childhood professionals, it is an extension of continuing efforts to meet the individual needs of each child and family.

Reasonable accommodation will be provided for qualified children with disabilities upon request, as specified under the [Americans with Disabilities Act](#). Americans with Disabilities Act discrimination issues should be referred to: OFFICE ON THE ADA CIVIL RIGHTS DIVISION, US DEPT OF JUSTICE, PO BOX 66738, WASHINGTON DC 20035-9998, (202) 514-0301.