

PN-3 EQUITY TOOLKIT

SOCIAL MEDIA MATERIALS

TEXT FOR SOCIAL MEDIA POSTS

Early childhood leaders, advocates, and providers now have a new equity toolkit to guide their work. The New Mexico Prenatal-to-Three Coalition has released the Prenatal-to-Three Guiding Principles for Equity. Developed by the Coalition's Equity Work Group (EWG), the final document is intended as a set of tools to address racial, economic, linguistic and other inequities. The Prenatal to Three Guiding Principles for Equity are available on the Growing Up New Mexico website:

<https://policy.growingupnm.org/pn3-equity>

#Pn3
#PrenataltoThree
#NewMexicoPn3
#Pn3Coalition
#EquityinPn3
#Pn3GuidingPrinciplesforEquity

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PRENATAL-TO-THREE EQUITY PRINCIPLE

FAMILY VOICE, POWER, AND SHARED DECISION-MAKING LEADS TO EQUITABLE SERVICES

We respect, trust, and build relationships with families as the basis for quality services. Safe spaces, partnerships, and shared decision-making include hearing the voices of a child and their caregiver. Equitable services stem from engagement that is family-determined, individualized, flexible, and meaningful.

For more information on all our Equity Guiding Principles, see <https://policy.growingupnm.org/pn3-equity>

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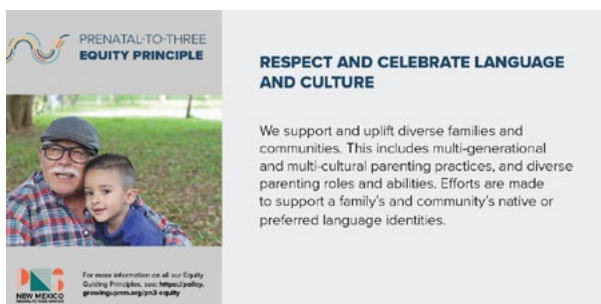
PRENATAL-TO-THREE EQUITY PRINCIPLE

ACTIVELY TRANSFORMING SYSTEMS IS ESSENTIAL

We work to transform systems of racism and oppression at all levels to grow trust, address inequities, dismantle power differences, and remove harmful policies and practices where racism is entrenched. We trust and support families and communities to determine needs, allocate resources, and identify strategies for progress.

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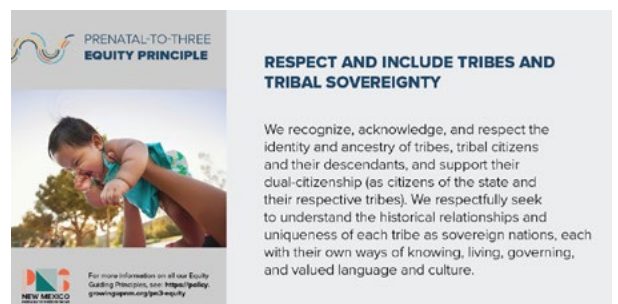
PRENATAL-TO-THREE EQUITY PRINCIPLE

RESPECT AND CELEBRATE LANGUAGE AND CULTURE

We support and uplift diverse families and communities. This includes multi-generational and multi-cultural parenting practices, and diverse parenting roles and abilities. Efforts are made to support a family's and community's native or preferred language identities.

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PRENATAL-TO-THREE EQUITY PRINCIPLE

RESPECT AND INCLUDE TRIBES AND TRIBAL SOVEREIGNTY

We recognize, acknowledge, and respect the identity and ancestry of tribes, tribal citizens and their descendants, and support their dual-citizenship (as citizens of the state and their respective tribes). We respectfully seek to understand the historical relationships and uniqueness of each tribe as sovereign nations, each with their own ways of knowing, living, governing, and valued language and culture.

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PRENATAL-TO-THREE EQUITY PRINCIPLE

SELF-AWARENESS AND REFLECTION LEADS TO HEALING INTERACTIONS AND RELATIONSHIPS

We address our own assumptions, beliefs, privileges, and biases to build self-awareness and reflection. We actively engage in opportunities for listening, healing, and being mindful of our own power and privileges with humility.

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PRENATAL-TO-THREE EQUITY PRINCIPLE

VALUE DIVERSE COMMUNITY KNOWLEDGE AND EXPERIENCE

We value and seek to understand diverse community knowledge and experience to address multi-layered barriers, oppression, and racism. Communities are co-creators and partners in the development of research, data interpretation, and narratives. Community specific ways to grow knowledge, strength, and healing are respected and valued.

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SAMPLE BLAST FOR EMAIL LIST-SERVE

EQUITY IN PRENATAL TO THREE

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Members of the EWG, made up of a diverse group of statewide leaders from New Mexico's prenatal to three community, provided their reflections to the larger Coalition and discussed how they would be adopting and sharing the six Guiding Principles in the document.

"I was proud to be part of this important work that will shape the agencies we work with and better serve our communities on our road to achieve equity," says Monica Esparza, Executive Director of the New Mexico Breastfeeding Task Force.

New Mexico's Prenatal-to-Three Steering Committee is currently guiding work on a three year grant from the Pritzker Children's Initiative. The Prenatal to Three Guiding Principles for Equity are available on the Growing Up New Mexico [website](#), in both English and Spanish.