

All:Ready Network

Our Beliefs

- We believe that change comes through active curiosity, continual learning, relationship building, and shared responsibility.
- We work to shift power across and within organizations and systems to promote equitable outcomes across sectors.
- We value community experience and wisdom that guides our decision-making and data informed processes aimed at reducing inequities.
- We commit to learning about anti-racism, networking with those with shared values and maintaining accountability in the community to use our voices to create transformational institutional change.
We are committed to iterative growth and change.
- We amplify the historical and contemporary oppression that impacts families based off individual identities such as race or ability.
- We lead with an awareness of the prevalence of trauma, and how common it is for all people.
- The diversity of each culture, language, and ability are valued as assets. We respond in culturally specific and relevant ways to the communities we impact and serve.

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Anti-Racism Statement

The All: Ready Network is a multi-sector collaborative of organizations in the Portland Tri-County region that recognizes that poverty, racism and ableism create disparities in early life experiences for children and their families that hinder Kindergarten readiness. As a network of sectors, systems and organizations, we know it is our job to close those gaps and make it easy for families to thrive.

We know that when systems and organizations actively promote healing, racial justice and community self-determination, race is no longer a predictor of kindergarten readiness. We know that social determinants of health are the manifestation of oppressive policies, structures and systems, and that system leaders need to recognize that we cannot strengthen kindergarten readiness without handling the legacy of oppression that has caused the disparities we are hoping to address.

We believe that by engaging in a practice framework together around anti-racism and trauma informed principles and practices, we can radically shift how we serve and support families. A “practice framework” recognizes that equity, anti-racism and trauma-informed work is a challenging journey that requires engagement, reflection, action and long-term commitment. It is not a box that is checked. We are never “done” with the work. This work is a practice that requires daily commitment and exercise and requires that we pay attention to this work every day, regardless of how challenging and uncomfortable it can feel.

We know that **Dominant Culture** refers to the main culture of a group or society that is shared or accepted without any opposition by the majority of a population and that in the United States the Dominant Culture is based on the culture of white, Northern Europeans. This group developed the definition of race and established the government, business, religious, and power systems of what is the present-day United States.

We know that **White supremacy** is an individually and institutionally perpetuated and ever-evolving racist system of exploitation and domination that consolidates and maintains power, opportunity, and resources among White people. This racist system promotes the ideology of Whiteness as the standard. It centers the comfort of white bodies over Black and Brown bodies, in every system. It can be extreme and overt or subtle and covert.

We believe Racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources¹. Racism is internal, personalized and institutional. It is intentional or unintentional race-based prejudice and discrimination plus systemic power. (Camara Jones definition, Conversations on Anti-Racism through Storytelling princeton.edu)

