



Early **Pride** Matters

Laying the foundation for **a world without bias**

Preparing the early childhood teachers of tomorrow: A checklist for teacher educators

THE FOLLOWING CHECKLIST is designed to raise awareness, foster reflection and spark dialogues that lead to meaningful programmatic change. Share it with your faculty colleagues to better support your pre-service teachers today and prepare them to fight LGBTQ+ bias and discrimination in early childhood education tomorrow.

Do you help pre-service LGBTQ+ teachers build community?

- Do you provide safe spaces and host community-building events for your LGBTQ+ students and faculty?
- Do you encourage mentoring relationships between your LGBTQ+ students and practicing teachers/faculty who share their identities?
- Do you create professional networking opportunities that address the needs of pre-service LGBTQ+ teachers?
- Do you arrange field placements in settings where pre-service teachers can learn about inclusive practices firsthand?

Do you build your teacher candidates' knowledge of social justice and LGBTQ+ issues?

- Do you incorporate LGBTQ+ topics into your curriculum?
- Do you discuss local, regional and global media coverage of LGBTQ+ issues?
- Do you assign readings and direct students to professional resources that address equity?
- Do you help pre-service teachers gain insights into the limitations and potential harm of gender stereotyping?
- Do you host professional development events that raise awareness of LGBTQ+ issues?
- Do you engage in collaborative projects that address social justice issues that affect LGBTQ+ teachers, families and children?

Do you make an effort to cultivate empathy in your students and inspire them to make early childhood education more inclusive?

- Do you facilitate meaningful interactions with LGBTQ+ families?
- Do you share research that pertains to family experiences with early childhood professionals?
- Do you host events that enable your students to learn about and from LGBTQ+ parents and caregivers?
- Do you help students navigate and address the biased or exclusionary practices that they encounter?
- Do you challenge your partner sites to become more inclusive and support them in their efforts?

Do you foster reflection and continual growth?

- Do you support pre-service teachers in their efforts to integrate inclusive practices into all aspects of their training and preparation?
- Do you empower them to explain practices using evidence and shared values?
- Do you provide ongoing supervision and feedback as your students address equity?
- Do you ensure that your students understand that welcoming practices are just a beginning and that we must do more to be truly inclusive?
- Do you guide your students as they assess and enhance the inclusiveness of classroom materials, displays, literature and activities?
- Do you support your students as they learn how to teach social justice concepts and take action to produce meaningful change?

As a faculty member, do you reflect on your own beliefs and biases and the critical role that you can play in making early childhood education more inclusive?

- Do you identify and challenge your own preconceptions, biases and complacency?
- Do you think critically about the myth of “value-neutral teaching” (the unattainable goal of removing value judgments from school content) and consider that a classroom that feels neutral and “safe” for one individual may not feel that way for another?
- Have you contemplated the harmful consequences of neutrality? Do you reject the illusion of impartiality and stand up for human rights?
- Do you build your knowledge of LGBTQ+ history, families, curriculum materials and teaching strategies so that you can more effectively prepare social justice educators?
- Do you strive to deepen your understanding of the unique strengths and needs of your LGBTQ+ students?
- Do you speak out against policies and laws that harm your LGBTQ+ students and the LGBTQ+ children and families that they will later serve?

The Loyola University Chicago School of Education launched the **Early Pride Matters** project in 2022 to help early childhood educators build inclusive and affirming early childhood communities—and inspire them to become changemakers in their field. Find out more at earlypridematters.org.

Access this assessment tool online at earlypridematters.org/buildyourknowledge/educators/checklist.

Questions? Please contact us at info@earlypridematters.org.

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