



Acknowledgements

It is with the deepest gratitude that we acknowledge all of the people who have come together to envision a better future for Durham's children. The Durham Early Childhood Action Plan was made possible with the energy and commitment of more than 1,500 people across the County. We also acknowledge the many, many people and parents who we were unable to connect with directly due to barriers in the planning process. Each and every person in Durham has something to contribute to making our community a better place for children and families.

First and foremost, we acknowledge that the land that Durham County occupies are the ancestral lands of the Shakori, Eno, Tuscarora people and we acknowledge the violent history of settler colonialism. Today, North Carolina recognizes 8 tribes: Coharie, Lumbee, Meherrin, Occaneechi Saponi, Haliwa Saponi, Waccamaw Siouan, Sappony, and the Eastern Band of Cherokee. We recognize those peoples for whom these were ancestral lands as well as the many Indigenous people who live and work in the region today. We acknowledge that in Durham we live, work, and raise our young children on stolen land.ⁱ

We acknowledge that Durham has been built and developed on wealth extracted from the "labor of enslaved Africans and their ascendants who suffered the horror of the transatlantic trafficking of their people, chattel slavery, and Jim Crow. We are indebted to their labor and their sacrifice, and we must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today."ⁱⁱ

With that being said, we also recognize that people who have experienced intergenerational trauma have found ways to thrive despite that trauma. We choose to name the historical oppression and continued inequities throughout this report, while also celebrating the incredible strength and joy within communities who have experienced intergenerational trauma.

We also acknowledge the time, energy, wisdom and dedication that all ECAP participants have brought to this challenging process during a challenging year. There has been incredible collaboration and participation from people across our early childhood system. We are deeply grateful. A special thanks is owed to the diverse group of parents, community members, providers and leaders and the varying organizations and communities they represent.

Funders of the Planning Process

Durham County

Durham Children's Initiative

Durham ECAP Governing Body (February 2020 - June 2021)

Barker French, Durham Children's Initiative

Ben Rose, Department of Social Services
Dr. Danielle Johnson, Durham's Partnership for Children
Dr. Deborah Polen-Pitman, Durham Public Schools
DeDreana Freeman, Durham City Council and Durham Children's Initiative
Drew Cummings, Durham County
Ellen Reckhow, Durham County and Durham Children's Initiative
Heidi Carter, Durham County
Dr. Karen Carmody, Duke Center for Child and Family Health
Dr. Leslie Babinski, Duke Center for Child and Family Policy
Dr. Linda Chappel, Child Care Services Association
Mary Mathew, North Carolina Early Childhood Foundation
Dr. Nancy Henley,

ECAP Participants Represented the Following Organizations

A Brilliant Beginning
Alliance Behavioral Health
Augustine Literacy Project
Book Harvest
Bouncing Bulldogs
Breastfeed Durham
Center for Child and Family Health
Child Care Services Association (CCSA)
Church World Service
Diaper Bank of North Carolina
Duke Center for Child and Family Policy (CCFP)
Duke Children's Primary Care
Duke Office of Durham and Community Affairs
Durham Child Development Services Agency (CDSA)
Durham Children's Initiative (DCI)
Durham County Cooperative Extension
Durham County Department of Public Health
Durham County Department of Social Services (DSS)
Durham County Library
Durham Housing Authority
Durham Parks and Recreation
Durham Public Schools (DPS)
Durham Public Schools Foundation
Durham Special Needs Advisory Council (DSNAC)
Durham Technical Community College
Durham's Partnership for Children (DPfC)
Durham Volunteer Doulas (DVD)

El Centro Hispano
Empowered Parents in Community (EPIC)
Equity Before Birth
Exchange Family Center
Families and Communities Rising (FCR)
Families Moving Forward
Fatherhood of Durham
Food Bank of Food Bank of Central and Eastern North Carolina
Food Insight Group
Frank Porter Graham Child Development Institute
H.E.A.R.T.S | Helping Each Adolescent Reach Their Spark
Healthy Families Durham and End Poverty Durham
Kids Rising into Success Childcare Center, LLC
Latino Educational Achievement Partnership (LEAP)
MamásConPoder / MomsRising
Mobilizing African American Mothers Through Empowerment (MAAME Inc.)
Motivated Mamas Doula Services
North Carolina Integrated Care for Kids (NCInCK)
Reinvestment Partners
SA Education Consulting, LLC
The Children's Room
The Endayo Company
Together for Resilient Youth (TRY)
Triangle Area Parenting Support
UNC Gillings School of Global Public Health
Victorious Daycare and Preschool Academy

Note: There are many programs and initiatives operated by these organizations that were represented in the Durham ECAP planning process.

Cross-Agency Collaborative Taskforces Represented by ECAP Participants

Born in Durham Healthy for Life
Community Advisory Board
Durham Adverse Childhood Experiences and Resilience Taskforce (DART)
Durham's Campaign for Grade Level Reading (DCGLR)
Durham NC Prek/School Readiness Committee
Durham PreK Governance Committee
Early Childhood Mental Health Taskforce (ECMHTF)
End Poverty Durham
Food Security Taskforce
Improving Community Outcomes for Maternal and Child Health

Latino Health Roundtable
Local Interagency Coordinating Council
Literacy Partners
Young Child Wellness Council - READY Project

Workgroups

**Parent and Community Leader; honored and recognized their intellectual contribution with compensation*

The ECAP workgroups met monthly from September 2020 through January 2021 for two-hours each month and additional prep work in advance. Co-chairs met each month to prepare for the workgroup meetings and then co-facilitated workgroup meetings.

Healthy Workgroup

Co-Chairs

Dr. Debra Best, Duke Children's Primary Care
Lindsey Bickers Bock, Department of Public Health

Participants

*Ashley Taylor Jacobs, Durham Volunteer Doula and Motivated Mama Doula Services
Aubrey Delaney, Department of Public Health
Caitlin Georgas, Family Connects Durham
Dr. Elizabeth Erickson, Duke Children's Primary Care
Dr. Jillian Hurst, Duke Children's Health Discovery Initiative
*Joy Lampkin Foster, Endayo
Karen Halpin, Family Connects Durham
Karen McLeod, Department of Public Health
Lorisa Seibel, Reinvestment Partners
*Love Anderson, Breastfeed Durham
Dr. Maria Small, Duke Obstetrics and Gynecology
*Maya Jackson, Mobilizing African American Mothers Through Empowerment (MAAME Inc.)
Dr. Monique Link, Durham Public Schools
Paula Wright, Center for Child and Family Health
Sarah Allin, North Carolina Integrated Care for Kids (NC InCK)
Dr. Sarahn Wheeler, Duke University Medical Center
*Tameka Brown, Helping Each Adolescent Reach Their Spark (H.E.A.R.T.S)
*Tiffany Solomon, Parent Advocate
Tracee Ferguson, Department of Public Health
Tricia Howard, Durham Public Schools

Basic Needs Workgroup

Grown in Durham: Durham County's Early Childhood Action Plan (ECAP)

[Document Revised: September 2021]

Co-Chairs

Anthony Scott, Durham Housing Authority
Donna Rewalt, Durham County Cooperative Extension
Michael Page, North Carolina Central University and Antioch Baptist Church
Pilar Rocha-Goldberg, El Centro Hispano
Rhonda Stevens, Department of Social Services

Participants

Carla Peake, Durham Rescue Mission
Cass Wolfe, Child Care Services Association
Chasity Newkirk, Inter-Faith Food Shuttle
Cheri Coleman, Healthy Families Durham and End Poverty Durham
Emmy Eide, Equity Before Birth
James Keaten, Durham Public Schools
Jennifer Meade, Alliance Behavioral Health
*Joy Spencer, Equity Before Birth
Dr. Kelley Massengale, Diaper Bank
LaDonna Brown, Duke Children's Primary Care
Laura Meyers, PORCH-Durham
Linden Thayer, Food Insight Group
Lorisa Seibel, Reinvestment Partners
Rachel Taylor, Families Moving Forward
*Sandra Rojas, Durham Parent Representative
*Sheila Arias, MamásConPoder / MomsRising
Susan Yaggy, Food Bank of Food Bank of Central and Eastern North Carolina
*Tameka Brown, Helping Each Adolescent Reach Their Spark (H.E.A.R.T.S)
*Tara Parrish, Parent Advocate
Zellua Sistrunk-Moore, Durham Public Schools

Safe and Nurtured Workgroup

Co-Chairs

Ben Rose, Department of Social Services
Ellen Reckhow, Durham County
Dr. Karen Appleyard Carmody, Center for Child and Family Health
Katharine Cannon, Center for Child and Family Health
Dr. Wanda Boone, Together for Resilient Youth (TRY)

Participants

Ashley Bass Mitchell, Alliance Behavioral Health
Dr. Beth Gifford, Duke Sanford School of Public Policy
Chelsea Swanson, Duke Integrated Pediatric Mental Health
DeDreana Freeman, Durham City Council

Grown in Durham: Durham County's Early Childhood Action Plan (ECAP)

[Document Revised: September 2021]

Elizabeth (Ann) Granby, Department of Social Services
Ennis Baker, Duke Center for Child and Family Policy Trauma Informed Infant-Toddler Project
Evelyn Ramirez, Welcome Baby
Faridah Bahume, Church World Service
Gisele Crawford, UNC Frank Porter Graham Child Development Institute
Jess Bousquette, Department of Public Health
Jovetta Whitfield, Department of Social Services
*Joy Lampkin Foster, Endayo
Karen McLeod, Department of Public Health
Dr. Kelly Sullivan, Center for Child and Family Health
Kristen Stefureac, Duke Integrated Pediatric Mental Health
Kristin Meola, Duke Pediatrics Healthy Steps
Lindsay Terrell, Duke Pediatrics
Mary Davis, Partners Against Crime (PAC) 3 Leadership
Monica Richardson, Triangle Area Parenting Support
Moriah Swick, Parent Leader
Nicole Bagley, Urban Ministries of Durham
Patience Mukelabai, Welcome Baby
Quanesha Archer, Department of Social Services
Rachel Galanter, Exchange Family Center
Rowena Mudiappa, Duke Pediatrics Healthy Steps
Sarah Reives, North Carolina Central University School of Social Work
Sharyn Flood, Department of Social Services
*Tameka Brown, Helping Each Adolescent Reach Their Spark (H.E.A.R.T.S)
*Tammy Ferrell, Parent Advocate
Tasha Melvin, Families Moving Forward
*Tracy Howell, Parent Advocate

Learning and Ready to Succeed Workgroup

Co-Chairs

Dr. Deborah Polen-Pittman, Durham Public Schools
Deric Boston, Families and Communities Rising
Jovonia Lewis, Empowered Families in Community and Durham School Board

Participants

Alex Livas-Dlott, Child Care Services Association
*Aurelia Mangum-Brown, Exchange Family Center
Barbara Gray, Gray's Small Wonders Daycare
Berkeley Yorkery, Duke Center for Child and Family Policy
Cathy Collie-Robinson, Durham Tech
*Charryse Fredrick-Omari, Augustine Literacy Project
Chi Vo, Duke Office of Durham and Community Affairs
Christa Twyford Gibson, Cooperative Extension
*Danielle Caldwell, The Children's Room

Danielle Haynes, Durham Parks and Recreation
Deborah Bryson, Bryson Christian Montessori
Erika White, North Carolina Central University Early Childhood Education B-K Program
*Humberto Trejo, El Centro
Janice Blackstone, Department of Social Services
June Shillito, Yates Baptist Child Development Center
Karlene Fyffe Phillips, Durham County Libraries
Katie Starr, Durham's Partnership for Children
*Kelly Cosby, Parent Advocate
Kendell Dorsey, Durham Public Schools
Kimberly Chavis, North Carolina Central University Early Childhood Education B-K Program
*LaTida Adams, A Brilliant Beginning
Monnie Griggs, Child Care Services Association
Portia Pope, Durham Child Development Services Agency (CDSA)
*Sajdah Ali, SA Education Consulting, LLC
Sue Cotterman, Durham Public Schools
*Tameka Brown, Helping Each Adolescent Reach Their Spark (H.E.A.R.T.S)
Tavaris Adams, Communities in Schools
Wendy Vavrousek, Durham Public Schools
Wilmarie Cintron-Tyson, Book Harvest
Xavier Cason, Durham Public Schools Foundation
Zulaykha Clemons-Dunn, Exchange Family Center

Review Teams

**Parent and Community Leader; honored and recognized their intellectual contribution with compensation*

The ECAP Review Teams met monthly from March through June 2021 for two-hours each month and additional prep work in advance.

Basic Needs Review Team (1)

Anthony Scott, Durham Housing Authority
Donna Rewalt, Durham County Cooperative Extension
*Joy Spencer, Equity Before Birth
Michael Page, North Carolina Central University and Antioch Baptist Church
Rhonda Stevens, Department of Social Services
*Sheila Arias, MamásConPoder / MomsRising and Durham Early Head Start

Safe and Nurtured Review Team (2)

Ben Rose, Department of Social Services
Ellen Reckhow, Durham County
*Joy Lampkin Foster,
Dr. Karen Appleyard Carmody, Center for Child and Family Health
Katharine Cannon, Center for Child and Family Health

*Tameka Brown, Helping Each Adolescent Reach Their Spark (H.E.A.R.T.S)
Dr. Wanda Boone, Together for Resilient Youth (TRY)

Healthy Review Team (3)

*Charryse Fredrick-Omari, Augustine Literacy Project
Dr. Debra Best, Duke Children's Primary Care
Lindsey Bickers Bock, Department of Public Health
*Love Anderson, Breastfeed Durham
*Maya Jackson, Mobilizing African American Mothers Through Empowerment (MAAME, Inc.)
*Tricia Howard, Durham Public Schools

Learning and Ready to Succeed Review Team (4)

*Aurelia Mangum Brown, Exchange Family Center
*Danielle Caldwell, The Children's Room
Dr. Deborah Polen-Pittman, Durham Public Schools
Deric Boston, Families and Communities Rising
Jovonia Lewis, Empowered Families in Community and Durham School Board
*Kelly Cosby, Parent Leader
*LaTida Adams, A Brilliant Beginning
*Sajdah Ali, SA Education Consulting, LLC

Action Planning Teams

**Parent and Community Leader; honored and recognized their intellectual contribution with compensation*

Note: The numbers in parentheses after each action planning team identifies which of the above review teams that team reviewed their draft action plan with.

The ECAP Action Planning Teams met monthly or more from February through May 2021. Action planning teams met in small teams and then sent at least one representative to larger "Review Team" meetings. The Review Teams reviewed all of the draft action plans in preparation for review meetings to share feedback, questions, ideas, and concerns. All of the Action Planning Team members and Reviewers contributed significantly to the full Durham ECAP by writing content and/or conducting critical reviews.

Anti-Racism and Power Sharing Team (3)

Cheri Coleman, Healthy Families Durham with the Center for Child and Family Health
Chi Vo, Duke Office of Durham and Community Affairs
*Joy Lampkin Foster, The Endayo Company
*Joy Spencer, Equity Before Birth
*Rochelle Sanders, Family Child Care Home Director

Grown in Durham: Durham County's Early Childhood Action Plan (ECAP)

[Document Revised: September 2021]

Cross-Sector Early Childhood Professionals Team (4)

Cathy Collie-Robinson, Durham Technical Community College
*Danielle Caldwell, The Children's Room
Ennis Baker, Duke Center for Child and Family Policy
Shawn Kuka Shefte, Child Care Services Association (CCSA)
*Stephanie Smith, National Domestic Workers Alliance

Awareness and Navigation Team (3)

Grace Smith, Durham's Partnership for Children (DPfC)
Kelley Eppley, Child Care Services Association (CCSA)
Kristin Meola, Duke Children's Primary Care
Sarah James, UNC-CH Department of Maternal, Child and Family Health
Tasha Melvin, Families Moving Forward
*Tosh Adams, Durham Special Needs Advisory Council (DSNAC)

Data Sharing Team (3)

Jovetta Whitfield, Department of Social Services (DSS)
Monica Richardson, Triangle Area Parenting Support (TAPS)
Rachel Taylor, Families Moving Forward

Language Justice Team (2)

*Ana Luna, Parent Leader
Emily Metzloff, El Centro Hispano
*Humberto Trejo, El Centro Hispano
*Sandra Rojas, El Centro Hispano
Yuliana Lopez, UNC Gillings School of Public Health
Note: The Language Justice Team was a Spanish-speaking team.

Public Spaces and Enrichment Team (4)

*Charryse Fredrick-Omari, Augustine Literacy Project and Bouncing Bulldogs
Danielle Haynes, Durham Parks and Recreation
Karlene Fyffe Phillips, Durham County Libraries
Rachel Stine, Book Harvest
*Tameka Brown, Helping Each Adolescent Reach Their Spark (H.E.A.R.T.S)

Family-Friendly Workplaces Team (2)

Emmy Eide, Equity Before Birth
*Kijuanna Monk, Parent Leader
*Love Anderson, Breastfeed Durham
*Niya Kendrick, Durham Public Schools

Economic Prosperity Team (1)

Amber Wells, Parent Advocate
*Jason Williams, Parent Advocate
Joy Lampkin Foster,
Karen Halpin, Family Connects Durham
*Yucconda Porter, Parent Advocate

Housing Team (1)

Lorisa Seibel, Reinvestment Partners
*Michelle Sage, Parent Advocate
*Rikyla Turrentine, Parent Advocate
Tasha Melvin, Families Moving Forward

Food Security Team (1)

Erin Matoko, Durham County Cooperative Extension
Linden Thayer, Food Insight Group
*Sheila Arias, MamásConPoder / MomsRising and Durham Early Head Start
Susan Yaggy, Food Bank of Central & Eastern North Carolina

Essential Family Supplies Team (1)

Brittney Lassiter, Durham Children's Initiative
Evelyn Ramirez, Welcome Baby
Dr. Kelley Massengale, Diaper Bank of North Carolina
*LaRhonda Leslie, Parent Advocate

Transportation Team (1)

Ann Campbell, Durham Parks and Recreation
Jospehe Feathersone, Durham Children's Initiative
*LaShay Richards, Parent Leader
Leigh Bordley, Latino Educational Achievement Partnership

Trauma-Informed, Affirming Learning Environments Focused on Social-Emotional Health Team (2)

*Aurelia Mangum Brown, Exchange Family Center
Christa Gibson, Durham County Cooperative Extension
*Holly McKoy, Parent Advocate
Lician Hernandez, Durham Children's Initiative
Dr. Monique Link, Durham Public Schools
*Tamara Vanie, Parent Advocate

Child and Family Social-Emotional Health, Mental Health, and Resilience Team (2)

Jess Bousquette, Durham County Department of Public Health
*Joy Lampkin Foster,
*Randy Trice, Fatherhood of Durham
Rowena Mudiappa, Duke Children's Primary Care

Social Services and Child Protective Services Team (2)

Ben Rose, Department of Social Services (DSS)
Gisele Crawford, Frank Porter Graham Child Development Institute and Guardian ad Litem Program
Lori Henderson, Duke Office of Durham and Community Affairs - Jumpstart
Rachel Galanter, Exchange Family Center

Anti-Racist Healthcare Team (3)

Karen McLeod, Care Management for At-Risk Children (CMARC)
*Maya Jackson, Mobilizing African American Mothers Through Empowerment (MAAME, Inc.)
Tracee Ferguson, Durham County Department of Public Health

Healthcare Access Team (3)

Aubrey Delaney, Durham County Department of Public Health
*Ashley Taylor Jacobs, Durham Volunteer Doula (DVD) and Motivated Mamas Durham
Berkeley Yorkery, Center for Child and Family Policy
Caitlin Georgas, Family Connects Durham
*Tricia Howard, Durham Public Schools

Early Care and Education Team (4)

Alex Livas-Dlott, Child Care Services Association
Brie Dorsey, Families and Communities Rising and North Carolina Integrated Care for Kids (NCInCK)
Jameka Wells, Durham's Partnership for Children
Janice Blackstone, Durham Social Services (DSS)
Jenny Elander, Branches Community School
June Shillito, Yate Baptist Child Development Center
*LaTida Adams, A Brilliant Beginning

Transition to Kindergarten Team (4)

Katie Starr, Durham's Partnership for Children
Megan Pender, Durham Children's Initiative
Sue Cotterman, Durham Public Schools
Xavier Cason, Durham Public Schools Foundation
*Yesenia Carlon, Parent Advocate
Note: This was a multilingual team (English and Spanish)

Inclusion for Children with Developmental Delays and/or Disabilities Team (4)

*Kelly Cosby, Parent Advocate
*Nadiyah Porter, Parent Advocate
Portia Pope, Durham Children's Development Services Agency (CDSA)
*Sajdah Ali, SA Education Consulting, LLC
*Shannel Hall, Victorious Daycare and Preschool Academy
Wendy Vavrousek, Durham Public Schools

Early Literacy Team (4)

Dr. Elizabeth Erickson, Duke Children's Primary Care
*Jaqueline Rivera, Parent Leader
*Juana Domínguez, Parent Advocate
*Melissa Ordonez, Parent Advocate
Wilmarie Cintron-Tyson, Book Harvest
*Yolanda Barrera, Parent Advocate

Note: The Early Literacy Team was a Spanish-speaking team.

Community Engagement Advisory and Support

DeDreana Freeman, Durham City Council and Durham Children's Initiative
Humberto Trejo, El Centro Hispano
Joy Lampkin Foster, The Endayo Company
Joy Spencer, Equity Before Birth
Tameka Brown, Helping Each Adolescent Reach Their Spark (H.E.A.R.T.S)
Wilmarie Cintron-Tyson, Book Harvest

Focus Group Facilitators

Arssante Malone, Durham Children's Initiative
Avilamar Bastidas-Castillo, Durham Public School
Danielle Caldwell, The Children's Room
Darryl Barnes, Durham Children's Initiative
Humberto Trejo, El Centro Hispano
Randy Trice, Fatherhood of Durham
Sandra Rojas, El Centro Hispano
Tameka Brown, Helping Each Adolescent Reach Their Spark (H.E.A.R.T.S)
Taylor Webber Fields, Village of Wisdom
Tiffany Solomon, Parent Advocate

Durham ECAP Video Support

Randy Trice, Fatherhood of Durham
Sheila Arias, MamásConPoder / MomsRising and Durham Early Head Start

Durham ECAP Fellows and Interns

Amelia Windemuth, Duke University

Betsy Broaddus, Duke University

J'Taime Lyons, University of Michigan Ross School of Business and Gerald R. Ford School of Public Policy

Jess Schultz, North Carolina Literacy Corps

Kelly Jasiura, Duke Sanford School of Public Policy

Art and Graphic Design

Atigré Farmer, UNC Greensboro

Anne Mauser

Sandy Ridge Elementary School Kindergarten through 3rd Grade Artists c/o Martha Murphy, Durham Public Schools

Support with Durham ECAP Presentations to External Audiences

Joy Lampkin Foster, The Endayo Company

Tiffany Solomon, Parent Advocate

Dr. Wanda Boone, Together for Resilient Youth (TRY)

Interpretation and Translation

Angelina Schiavone, Full Circle Interpreting

Iris Reese, FUSION

Durham ECAP Parent Survey Development and Analysis

Elizabeth Snyder-Fickler, Duke Center for Child and Family Policy

Nicole Lawrence, Duke Center for Child and Family Policy

Sonya Ulrich, Duke Center for Child and Family Policy

Carmen Alban, Duke Center for Child and Family Policy

Sara Platek, Duke Center for Child and Family Policy

Asael Salinas, Duke Center for Child and Family Policy

Additional Reviews of the Full Drafted Durham ECAP

Brittany Gregory, Durham's Partnership for Children

Chi Vo, Duke Office of Durham and Community Affairs

*Danielle Caldwell, The Children's Room

Dr. Danielle Johnson, Durham's Partnership for Children

DeDreana Freeman, Durham City Council and Durham Children's Initiative

Drew Cummings, Durham County

Ellen Reckhow, Durham Children's Initiative

*Humberto Trejo, El Centro Hispano

Dr. Karen Appleyard Carmody, Center for Child and Family Health

Grown in Durham: Durham County's Early Childhood Action Plan (ECAP)

[Document Revised: September 2021]

Katharine Cannon, Center for Child and Family Health

Kelly Cosby, Parent Advocate

Dr. Linda Chappel, Child Care Services Association

Lisa Finaldi, North Carolina Early Childhood Foundation

Jameka Wells, Durham's Partnership for Children

Jess Bousquette, Durham County

*Joy Lampkin Foster, the Endayo Company

Portia Pope, Durham Child Development Services Agency (CDSA)

*Rochelle Sanders, Family Child Care Home Director

Review of Durham ECAP Steering Committee Nomination

Humberto Trejo, El Centro Hispano

Joy Lampkin Foster, The Endayo Company

A big thank you to all of our early childhood systems leaders who shared historical context and fielded data requests. Your leadership and support made this work possible.

For questions about this report, please contact Bonnie Delaune at bonnie.delaune@dcj-nc.org or Cate Elander at celander@dconc.gov.

Grown in Durham: Durham County's Early Childhood Action Plan (ECAP)

[Document Revised: September 2021]

ⁱ Duke University Student Affairs. "Land Acknowledgement." Retrieved from:
<https://studentaffairs.duke.edu/cma/about-us/land-acknowledgement>.

ⁱⁱ Diverse Issues in Higher Education. "On Labor Acknowledgements and Honoring the Sacrifice of Black Americans." (February 2021). Retrieved from: <https://www.diverseeducation.com/demographics/african-american/article/15108677/on-labor-acknowledgements-and-honoring-the-sacrifice-of-black-americans>.