



**frazer center**  
gather. learn. flourish.

**Equity & Enrollment  
Natural Start Alliance**

Paige McKay Kubik, CEO  
Frazer Center  
Atlanta, Georgia  
[www.frazercenter.org](http://www.frazercenter.org)

The Frazer Center fosters inclusive communities where children and adults, with and without disabilities, gather, learn, and flourish.



# Inclusion = Belonging





## Frazer Center Child Development Program

- Full-day, full-year child care & early learning, ages 0-5
- Summer camp, ages 5-8
- Licensed, Quality Rated
- 189 children\*
- 20% with disabilities/delays, 80% typically-developing
- Inclusion Coaches support teachers and ensure continuity in planning and intervention for children with disabilities, linking classroom, therapy, and home
- Therapists are on-site embedded into the program
- Frazer Center Nature-Based Curriculum & Creative Curriculum

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Frazer Center's early education program welcomes the full and meaningful inclusion of children with disabilities and developmental delays. Children in our Inclusion Program are not just present in the classroom. They are meaningfully engaged with their classmates in learning and play.

The defining features of inclusion--**access, participation, supports, and collaboration**--are central to the mission and practices of our Inclusion Program.

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Financial  
Aid

Child  
Care  
Subsidies

State  
PreK



# Consider:

- Transportation
- Location
- Intentional Outreach
- Staffing & Leadership
- Partnerships



# Our House

Curriculum  
Training  
Field Trips







## Refugee Women's Network

- Recruitment and initial screening
- Assist in completion of pre-employment documentation and screenings
- Assist with child care – enrollment at Frazer Center, applications for financial aid and subsidies, other child care if space is not available at Frazer Center, tuition assistance during internship
- Transportation assistance
- Interpretation/translation
- Case management

## Frazer Center

- Interviews & Onboarding
- Pay and benefits (\$13/hour for interns)
- CDA / Licensing / Frazer Center Training
- ESL for ECE
- Classroom Observation & Supervision
- Assist in application for CDA, scholarships
- Employment in open positions upon successful completion (\$15/hour)
- Child Care, Financial Aid

## All

- Regular meetings with coordinating team
- Regular meetings with interns

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# Increased Diversity – Inclusion in Action

## 30% of Current Teaching Staff are Program Graduates

Increased Religious Diversity

Increased Diversity of Enrolled Children

Increased Diversity of Lived Experience

Languages now spoken by Frazer Center staff

Interns/New Employees from

- Afghanistan
- Democratic Republic of the Congo
- Iraq
- Jordan
- Pakistan
- Sudan
- Syria

- Amharic
- Arabic
- Dari
- English
- Farsi
- French
- Kikongo
- Lingala Tshiluba
- Spanish
- Swahili

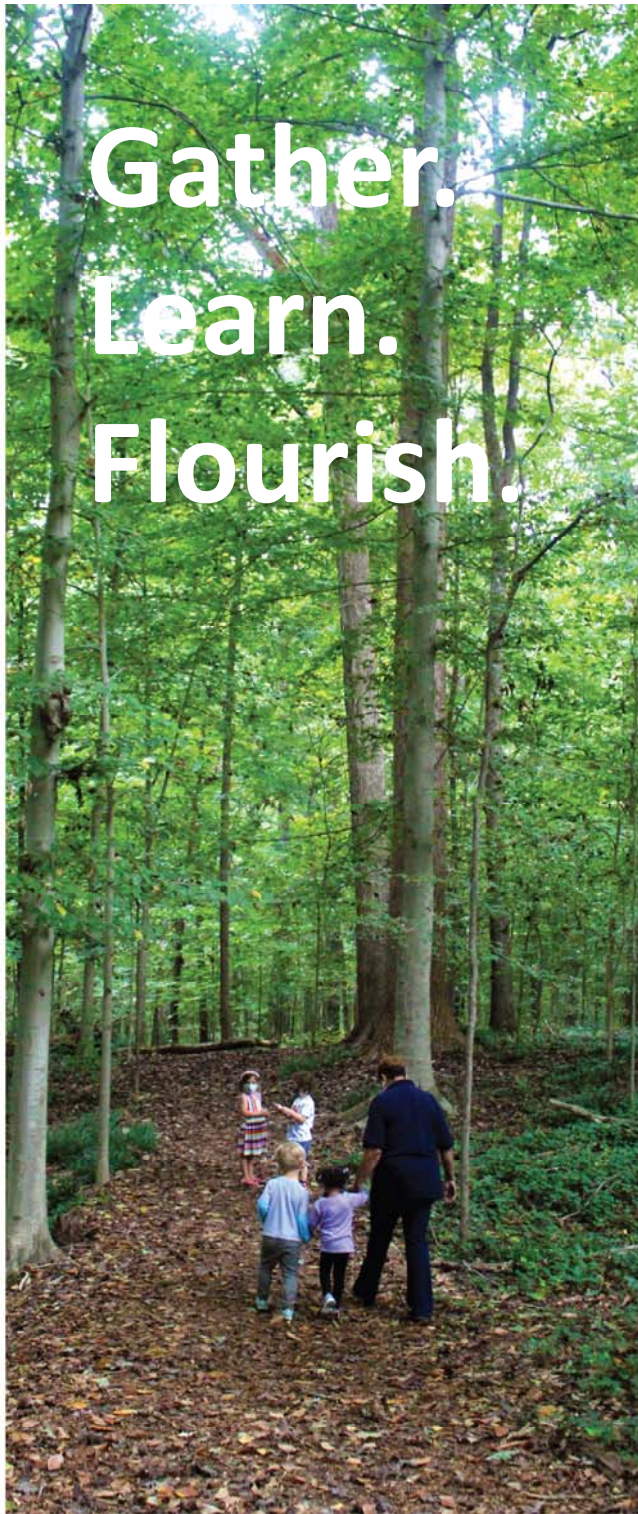
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# National Center for Civil & Human Rights







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Flourish.





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