

Supplemental Material
Be the Change you Want to See: Are you Ready to Advance Equity and Inclusion in ECE
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Racial Dialogue Readiness Self-Reflection Questionnaire
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Source: Nayani, F. Raising Multicultural Children. Tools for Nurturing Identity in a Racialized World. North Atlantic Books, 2020.

Here is a list of questions to consider as you, and other adults around you, begin to explore race in your family or classroom. Moving through this reflection on your own will prepare you for conversations about race that you can participate in, to support your children.

1. How resolved am I with my own racial identity?
2. What fears do I have in talking about race? (e.g., fear of offending others, being judged, becoming emotional, etc.)
3. What bias (conscious and unconscious) do I have toward a particular group? What preferences do I have for one group or culture over another?
4. How objective can I be in talking about race overall, and about specific groups?
5. How have my lived experiences contributed to my conceptions of race?
6. What cultural heritage and ancestral lineage are an integral part of my frame of reference regarding race issues? What aspects of my cultural heritage and ancestral lineage do I want to learn more about?
7. Do I have unhealed trauma that may affect how able I am to approach a discussion or active exploration about race? What resources or action steps can support me with this?
8. Am I aware if my child or others around them have unleashed trauma that may affect how they approach a discussion or active exploration about race, and what is my reaction to that?
9. Do my partner, my family, or my colleagues have the same views toward race as I do? How does that affect me?
10. How do societal and political events affect my capacity and approach to discussing race with my children?
11. What reading and other knowledge-gathering have I done on the topic at hand?
12. How ready am I to experience discomfort or challenge as we actively explore these topics?
13. How willing am I to acknowledge privilege and power dynamics in my analysis? How will I react when I delve deeper into how I may be complicit in upholding these dynamics through my own behaviors and actions?
14. What will I do if I am triggered in a conversation about race?
15. What will I do if I don't know the answer to a question?
16. Who can I rely upon for support for myself, as needed?

17. What resources and tools to support racial dialogue am I familiar with? What do I wish to learn more about?

As you consider these questions, celebrate strengths that you have in the richness you bring to the conversation. Also think about what can be done to alleviate any areas of concern. This careful approach and robust self-exploration can better prepare you for challenging conversations about race, because you held a mirror up to notice areas of strength and growth for you, in a balanced way.