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Responding to Overt Cultural/Racial Discrimination in Early Childhood Programs: Questions and Answers

Webinar # of the 4-part series.

WHAT'S THE DIFFERENCE? Culturally Responsive Teaching & Learning in Early Childhood Education

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Our Presenter

Diana Bermudez Ph.D., LPC

Licensed Professional Counselor and Early Childhood Mental Health Consultant

Amare Counseling and Education



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Assisting today's presenter



KAMNA SETH
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Webinar Support
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Objectives

- Reflect** Reflect on how overt racial/cultural discrimination is manifested in early childhood programs and in our communities.
- Learn** Learn how to manage incidents of overt racial/cultural discrimination in early childhood programs and our communities, in order to promote equity and inclusion and minimize race-based traumatic stress.
- Discuss** Discuss further thoughts and questions about overt racial/cultural discrimination in real-time.

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Our building blocks for responding to OVERT discrimination



Knowledge - Self-awareness - Support

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What is OVERT racial/cultural discrimination?

Explicit Events:

- Violence
- Harassment
- Slurs
- Symbols

DHHS, 2005

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Systemic Discrimination

- Overt Events
- Violence
- Day-to-day
- Micro-Aggression

DHHS, 2005

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The Consequences of Discrimination on Children



American Academy of Pediatrics, 2019 Harvard Center for the Developing Child, 2005

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Childhood Trauma

Abuse

Neglect

Racism

Parent mental illness/loss

CDC-Kaiser Permanente, 2020

The Jordan Institute for Families, 2020
American Academy of Pediatrics

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Effects of **Chronic Traumatic Stress** on learning & development in early childhood

Muscle tension pain, and shakiness

Disrupted digestion

Difficulty with concentration, memory, and learning

Inability to relax
↓
Sleep problems

Harvard Center for the Developing Child, 2021 and 2022

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Responding to **OVERT** discrimination in ECE

Ideal space to prevent potential traumatization:

- Addressed with some privacy
- Individually or in small group
- When emotions are low

Harvard Center for the Developing Child, 2021 and 2022

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Clarify
intention reasons

Validate
thoughts feelings

Review
impact rules

Create
appropriate alternatives

Overt discrimination incidents by 3-5 year old children

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Clarify
intention reasons

Validate
thoughts feelings

Review
impact policies

Create
appropriate alternatives

Overt discrimination incidents by parents and professionals

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AVOID

Ignoring

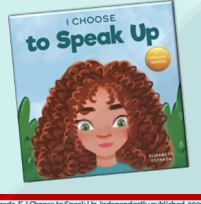
Shaming

Reprimanding

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Addressing Community Violence

- Acknowledge: "Some people hurt others because of the way they look or act, and they were wrong."
- Express feelings and empathy through art/music.
- Invite parents to debrief and support each other.
- Read books about justice and solidarity to instill hope.



Extrada, E. I Choose to Speak Up. Independently published, 2022.

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Your questions, comments, and feelings?



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Managing stress

- Respect pace
- Take breaks
- Seek support



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Resources for Adults

Office of the Surgeon General (US); Center for Mental Health Services (US); National Institute of Mental Health (US). **Mental Health: Culture, Race, and Ethnicity: A Supplement to Mental Health: A Report of the Surgeon General, Rockville (MD): Substance Abuse and Mental Health Services Administration (US); 2001 Aug. PMID: 20669516.**

American Academy of Pediatrics. 2019. **The Impact of Racism on Child and Adolescent Health.**
<https://pubs.nap.edu/book/14472/20191755/338667/10>
<https://doi.org/10.17745/cdc.aapublications.org/20191755/338667/10>

American Academy of Pediatrics. 2020. **Reaching Teens: Strengths-Based, Trauma-Sensitive, Resilience-Building, Communication Strategies Rooted in Positive Youth Development.** Available for purchase at <https://www.aap.org/Reaching-Teens-2nd-Edition/>

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Resources for Adults

Centers for Disease Control and Prevention, 2020. **About the CDC-Kaiser ACE Study.**
<https://www.cdc.gov/2019-2020/ace/about.html>

Racism is an Adverse Childhood Experience. The Jordan Institute for Families, 2020.
<https://jordaninstituteforfamilies.org/2020/racism-is-an-adverse-childhood-experience/>

Harvard Center for the Developing Child, 2021. **Moving Upstream: Confronting Racism to Open Up Children's Potential.**
<https://developingchild.harvard.edu/resources/moving-upstream-confronting-racism-to-open-up-childrens-potential/>

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Resources for Adults

Harvard Center for the Developing Child, 2022. **How Racism Can Affect Child Development.**
<https://developingchild.harvard.edu/resources/racism-and-ecd/>

Center for Racial Justice in Education. **Resources for Talking About Race, Racism, and Racialized Violence with Kids**
<https://centerforjustice.org/resources/resources-for-talking-about-race-racism-and-racialized-violence-with-kids/>

Racism and Violence: **Using Your Power as a Parent to Support Children Aged Two to Five. ZERO TO THREE.**
www.zerotothree.org/resources/1598-racism-and-violence-using-your-power-as-a-parent-to-support-children-aged-two-to-five

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RESOURCES for Children

- Estrada, E. / *Choose to Speak Up*. Independently published, 2021.
- Devenny, J. *Race Cars: A Children's Book about white privilege*. Francis Lincoln Children's Books, 2021.
- Rosen, M. *This is Our House*. Candlewick, 2005.
- Alber, D. *A Little Spot of Empathy*. Diane Albert Art LLC, 2021.
- Ballard, Jamie. "8 Children's Books to Help You Talk About Race and Racism With Kids." *Woman's Day*. *Woman's Day*, 4 June 2020. www.womansday.com/life/entertainment/g32748133/childrens-books-race-racism/

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RESOURCES for Children

- Social Justice Books. A Teaching for Change Project. <https://socialjusticebooks.org>
- Coming Together: Stand Up to Racism, a town hall for kids and families. <https://www.cnn.com/2020/06/06/7pm-news-section/cnn-sesame-street-race-town-hall-app-1-2020-app/index.html>
- Reynolds, P. *Say Something*. Orchard Books, 2019.

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EARLY CHILDHOOD EDUCATION

NEXT webinar

12 Essential Steps to Planning a High-Quality Program for Dual Language Learners

September 21, 2022

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