

The Source for Learning, Inc.

Be the Change You Want to See: Are You Ready to Advance Equity and Inclusion in Early Childhood Education?

Webinar of the 4-part series.

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

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Our Presenter

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Amare Counseling and Education



Objectives

- Understand** the pervasiveness and impact of racism and discrimination in early childhood education.
- Reflect** on their racial/cultural assumptions, stereotypes, and prejudice, and how these interfere in relationships with young children and their families.
- Identify** strategies and resources for managing one's implicit biases towards equity and inclusion in early childhood education practices.



Systemic Discrimination

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

DHHS, 2001
O'Neil & Peterson, 2020



Racism and Discrimination in ECE

By age 4, peers express racial prejudice*

Bigger, Black, Boys = 2-3 times more likely suspended

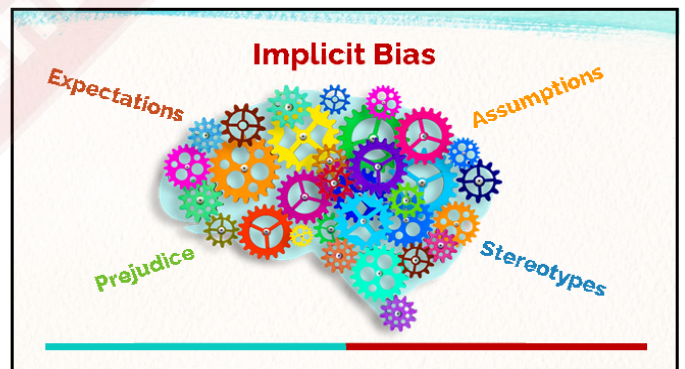
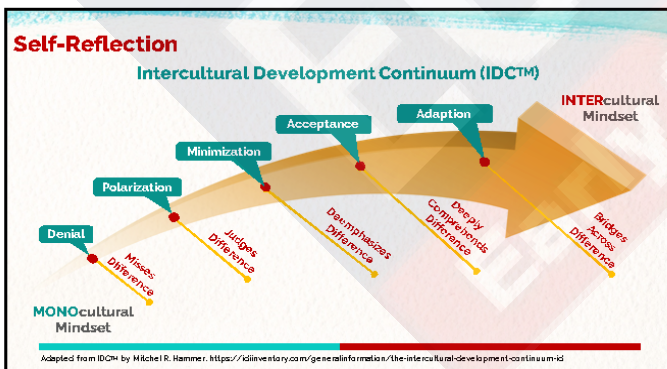
http://www.childrensworld.com/articles/2019/09/29/Against-Discrimination-Who-is-Being-Expelled-from-Preschools-and-Why? https://youtu.be/Loq2qG6eJvY

Am I ready to advance equity and inclusion?

What is in my hands?

Start with...

Your Cultural Identity



Ever thought ...

Thought bubbles containing the following text:

- But my own children...
- Slurs
- All the same
- Never
- Always
- Should
- Should not

How does your **implicit bias interfere in relationships with children and families?**

Additional resources to increase self-awareness of implicit biases

The Implicit Associations Test.
https://implicit.harvard.edu/implicit/takea_test.html

The Cultural and Linguistic Competence Self-Assessment Checklist for Early Head Start and Head Start Programs.
<https://www.ecmhc.org/assessment/Staff%20Self%20Assessment.pdf>

Implicit Teacher Bias: Dr. Walter Gilliam. Future Hindsight Podcast.
<https://www.youtube.com/watch?v=8bo1nKRfXRE>

Strategies to Manage Implicit Biases

Expand Comfort
 Reframe
 Respect Pace

Expand Comfort

...with what is different from your cultural identity

...through experiences.

Reframe

...what you perceive as negative.



Resources

National Association for the Education of Young Children. Advancing Equity in Early Childhood. <https://www.naeyc.org/sites/default/files/globally-shared/downloads/PDFs/resources/position-statements/advancingequitypositionstatement.pdf>

NAEYC Anti-discrimination Position Statement. <https://www.naeyc.org/resources/position-statements/anti-discrimination>

US Department of Education. Dear Colleague Letter: Preventing Racial Discrimination In Special Education. <https://www.ed.gov/about/offices/list/ocri/letters/colleague-2018-race-disp-special-education.pdf>

They Are Not Too Young. <http://www.childrenscommunityschool.org/wp-content/uploads/2018/02/theyre-not-too-young-1.pdf>

Project Implicit. <https://www.projectimplicit.net>

Resources

Implicit Teacher Bias: Walter Gillian. <https://youtu.be/8bothKkHkRE>

PODCAST: Code Switch (Race, In Your Face) from NPR - <https://www.npr.org/sections/codeswitch/>

PODCAST: Seeing White (2017) from Scene on Radio - <http://www.sceneonradio.org/tag/season-2/>

American Academy of Pediatrics, 2019. The Impact of Racism on Child and Adolescent Health. <https://pediatrics.aappublications.org/content/144/2/e20191765>

Carter, Robert T., and Alex L. Pieterse. Measuring the Effects of Racism: Guidelines for the Assessment and Treatment of Race-Based Traumatic Stress Injury. Columbia University Press, 2020.

Who Is Being Expelled from Preschools and Why? <https://youtu.be/EOqAQgBwJkY>

<https://www.naeyc.org/resources/pubs/yc/summer2021/viewpoint-anti-racist-spaces>

<https://www.fryf.org/news-research-examines-the-life-long-impact-of-racism-on-a-childs-development/>

Resources

The IDI General Information: The Intercultural Development Continuum (IDC™). <https://idinventory.com/generalinformation/the-intercultural-development-continuum-idi>

Hill, C. F., Newton, J. R., & Williams, M. C. (2017). Check your judgment: Reframing techniques to support strengths-based approaches to family-centered practices. In C. M. Trivette & B. Keilty (Eds.), *DEC Recommended Practices Monograph Series: Using DEC Family Practices with All Families*. Arlington, VA: Division for Early Childhood.

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: 20689516.

Nayani, F. Raising Multicultural Children. Tools for Nurturing Identity in a Racialized World. North Atlantic Books, 2020.


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Promoting Healthy **Racial/Cultural Identities** in/for Minority Children: Advancing Equity and Inclusion in ECE

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April 2022

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