“Developmental psychology research has shown that by the time they start Kindergarten, children begin to show many of the same implicit social attitudes that adults in our culture hold. Children have already learned to associate some groups with higher status, or more positive value, than others. After age 9, racial attitudes tend to stay the same, unless the child has a life-changing experience.”

How Kids Learn Prejudice
By Katherine D. Kinzler
They're not too young to talk about race!

Young children notice and think about race. Adults often worry that talking about race will encourage racial bias in children, but the opposite is true. **Silence about race reinforces racism** by letting children draw their own conclusions based on what they see. Teachers and families can play a powerful role in helping children of all ages develop positive attitudes about race and diversity and skills to promote a more just future—but only if we talk about it!

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**Do some learning of your own** to get ready for conversations with children. Here are some good places to seek information and training:

- Teaching Tolerance — [tolerance.org](http://tolerance.org)
- Raising Race Conscious Children — [raceconscious.org](http://raceconscious.org)
- Embrace Race — [embracercce.org](http://embracercce.org)
- Teaching for Change — [teachingforchange.org](http://teachingforchange.org)
- AORTA Cooperative — [aorta.coop](http://aorta.coop)
- Fortify Community Health (CA) — [fortifycommunityhealth@gmail.com](mailto:fortifycommunityhealth@gmail.com)
- Delaware Valley Assoc. for the Education of Young Children (PA) — [dveyec.org](http://dveyec.org)
| Identity | How do I identify racially?  
What impact has race had on my own life? |
|---------|-----------------------------------|
| Diversity | What is the racial experience of others?  
How does race impact people of different backgrounds? |
| Justice  | How do individual racial experiences and identities lead to and impact systemic racial inequities? |
| Action | How can we ground our literacy practices to fight for racial equity and justice? |
What are 8/9s and 10s exploring in Social Justice Meetings?

- What are my visible and invisible identities?
- What is a stereotype?
- What are biases?
- Who is in power?
- What is dominant culture?
- Which groups are marginalized?
- What is intersectionality?
- What is the difference between appreciation and appropriation?
- What are the principles that guide social action?
- How does action lead to justice?
Healthy Identity Development

Moral Development

Current Events & Hard History

Racial Literacy Skills
Table Talk: Healthy Racial Identity Development

- How comfortable about you talking about your own racial identity?
- How comfortable is your child in talking about their own racial identity?
- How do you create opportunities to bring up conversations about identity and race at home?
Racial Equity Strategy #1: Check Your Bias & Theirs

Kids pick up racial bias everywhere: subway posters, media (movies, shows, commercials) other children, caregivers, playdates, books, toys, games.

Families must challenge themselves to practice inclusion strategies:

1. Check what is in your controlled environment; be prepared for unpredictable exposure; put guardrails on media and use with intention
2. Curate your conversations & incorporate debriefs into your daily routines
3. Model self-reflection of your own biases and guide your children in reflecting on their biases, stereotypes and assumptions.
Moral Development

When was the last time you modeled for your child, how to challenge racism in the world?

What hopes or expectations do you have for your child to challenge racism?

How does anti-racism align with your moral values as a family?
Racial Equity Strategy # 2: Be decidedly anti-racist

Invest in the development of your personal anti-racist consciousness.

1. Attend an anti-racism trainings (ie: Undoing Racism by Anti-Racism Alliance)
2. Read anti-racist books, listen to podcasts
3. Establish an anti-racist parent’s group for peer learning and anti-racist accountability
Table Talk:

Racial Literacy Skills

How comfortable are you in using accurate terms to talk about social identity and race?

How confident are you in your racial literacy skills, terminology, and baseline knowledge of race and racism?

How and when do you impart accurate terms, language and key concepts to talk about racial equity with your child?
Racial Equity Strategy #3: Talk race at home

Model your commitment to learning about race, and expressing your values about race by using family time.

1. Ask kids to come up with good questions on race and either discuss over a meal or to research together.
2. Share honestly about how times have changed, but we are still trying to correct what was wrong.
3. Use the term ally, advocate when naming why you it's important to speak up.
4. Do not silence conversations on race initiated by your child.
5. Model the use of racial identity terms.
How confident do you feel about your own awareness of historical racism?

What steps are you taking to rethink the version of history you were taught as a child?

What do conversations about current events look like in your home?
Racial Equity Strategy #4: Allyship & Activism

When current events reveal a racism. Show up for people of color.

1. Attend the protest
2. Make a poster
3. Use your resources in service of your values
4. Do not hide from white children what black and brown children cannot avoid
5. Discuss what's happening in the world but check in with your child's school to see if they have plans. You can encourage a plan be made.
What did you hear?

What are your kids saying/experiencing?

What is our collective responsibility to prepare our students for what is to come?

Name 3 things you can do tomorrow!