



PARENTING IN UNCERTAIN TIMES

Where are we going?

- How did we get here?
- 3 Topics
 - Mission Statement
 - Grace in Parenting
 - Resilience from Storytelling
- Cultivation Guide
- Be on the look out for emails





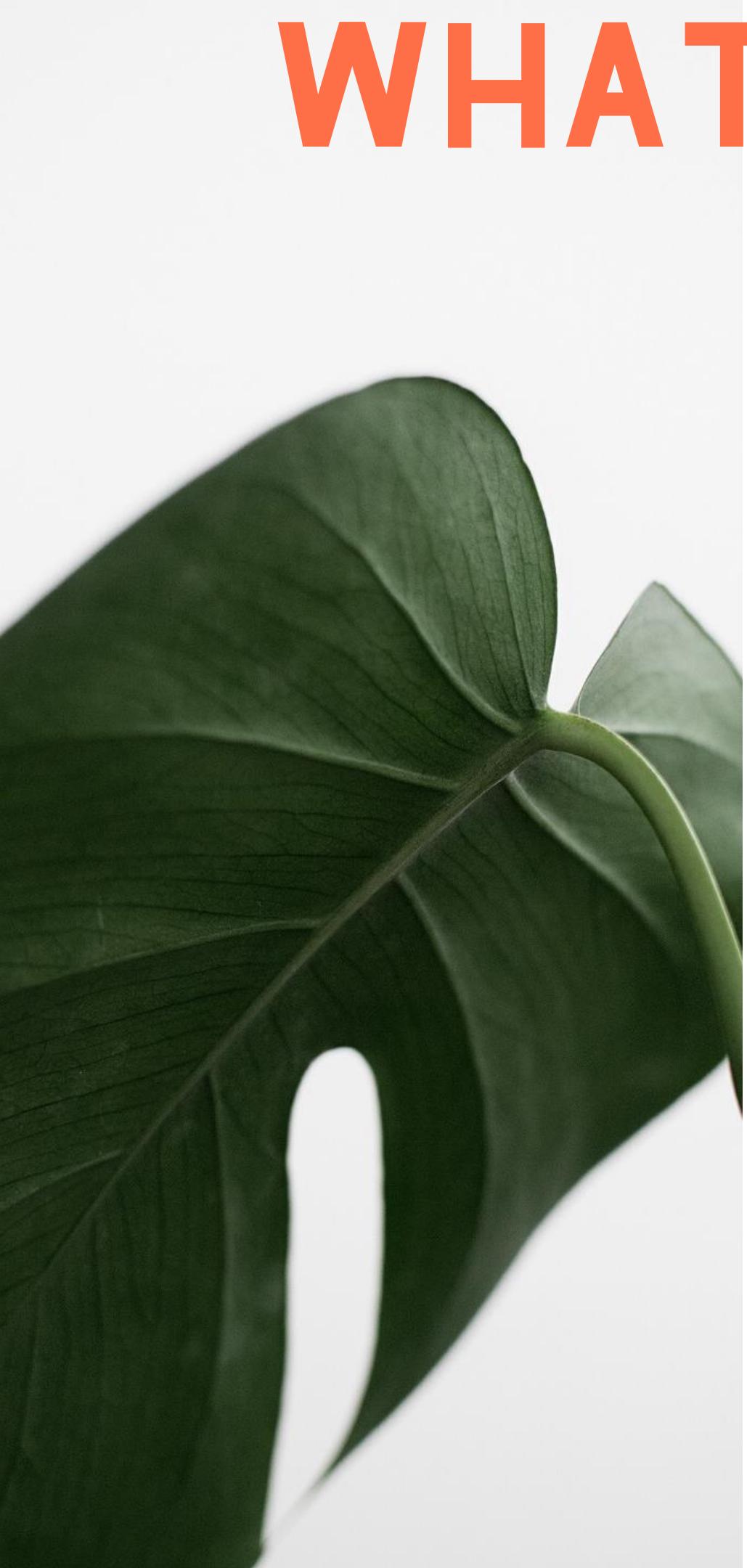
YOUR QUESTIONS

Should I?

When Should I?

How Should I?

WHAT DO KIDS SEE?

- 
- Our child was read a book about Rosa Parks in preschool. Now when she plays with her toy bus, she makes "the black people" sit in a different part of the bus than "the white people". Before this, race to her meant nothing more than that people can come in different skin colors. While I do think that race and racial injustice and inequality need to be talked about in school, I am wondering about the value of introducing the idea of racial differences to very young children. Few of us are free from race-related perceptual biases, and it is hard work to clear our mind of them once we've got them. Young children have a chance of never developing them. Should we not let this uncontaminated state consolidate before introducing interventions showing that race defines people?

When do children start categorizing based on race?

Sources: Kelly, 2005; Katz & Kofkin, 1997; Kinzler, 2016; Apfelbaum, Pauker, Ambady, Sommers, & Norton, 2008



Infants: Notice and respond to skin color.

Toddlers: Use race to choose playmates.

School-Age: Hold same racial attitudes as adults. Associate race with status (high and low).

Elementary: Increased understanding of societal norms relating to race.

Tweens: White children avoid mentioning race; POC exhibit greater racial understanding.

YES EVEN KIDS...

- Infants as young as 6 months can reliably identify racial differences
- By age 2 1/2-3 indicate preferences
- Same gender and same race preferences in peer selection/proximity
- Paradox for black young children by around 36 months



Dr.'s Mamie and Kenneth Clark who created the "doll test"

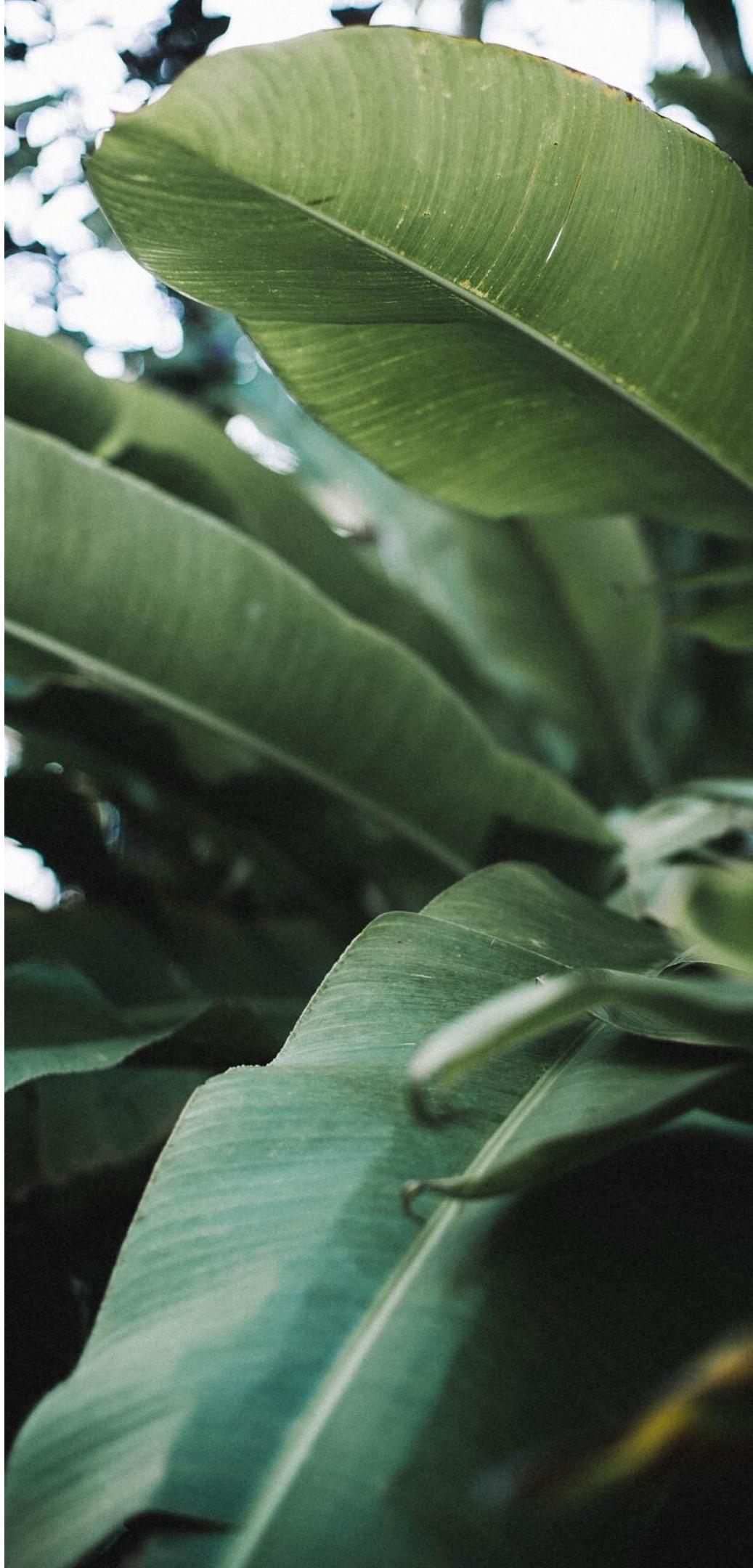


Teaching our children how to “read” race

- Many parents are silent about race
- This leaves children to make sense of it from the world around them

Racial Stress...Racial Trauma

- One of the things that our family has struggled with is how explicit to be with our children when speaking about racism. For example, over the past several months we have talked about the violence and harm being done to black people- George Floyd, Breonna Taylor and more. On one hand being honest with them felt appropriate because it honors their minds and their intellect, but on the other hand this news made them terrified for their Black friends and our Black chosen family members. The fear often caused them to shut down and not want to talk with us about it. I would so appreciate it if you would be able to share your thoughts on how to speak specifically with younger children so that we can create a space for our family to continue to discuss racism.
- How do I answer my son's question about "Will I be murdered because I'm black?"



Racial trauma (n.)

- a form of race-based stress, refers to People of Color and Indigenous individuals' (POCI) reactions to dangerous events and real or perceived experiences of racial discrimination. Such experiences may include threats of harm and injury, humiliating and shaming events, and witnessing racial discrimination toward other POCI. ... racial trauma is unique in that it involves ongoing individual and collective injuries due to exposure and reexposure to race-based stress.
- Comas-Díaz, L., Hall, G. N., & Neville, H. A. (2019). Racial trauma: Theory, research, and healing: Introduction to the special issue. *American Psychologist*, 74(1), 1-5.
<http://dx.doi.org/10.1037/amp0000442>

FAMILY MISSION

Kid Factors

Parent Factors

What is yours?

FAMILY MISSION STATEMENT



What would be your family motto?

Think of this as the things you always say in your family like,
"We are strong."
"We are lovers."
"Work hard, learn lots."

What's your family mission or vision?

Think of this like your values--who you want your family to be--how you want them to act.
How can you tell if you are living this vision?
What behaviors would you see?

What is your vision of racial justice?

What would it look like?
What would it feel like?
How would you know if you achieved it?

FAMILY MISSION STATEMENT



What is your vision of racial justice?

What would it look like?

What would it feel like?

How would you know if you achieved it?

Vision and mission into action

What is one, small thing you can do today?

listen

learn

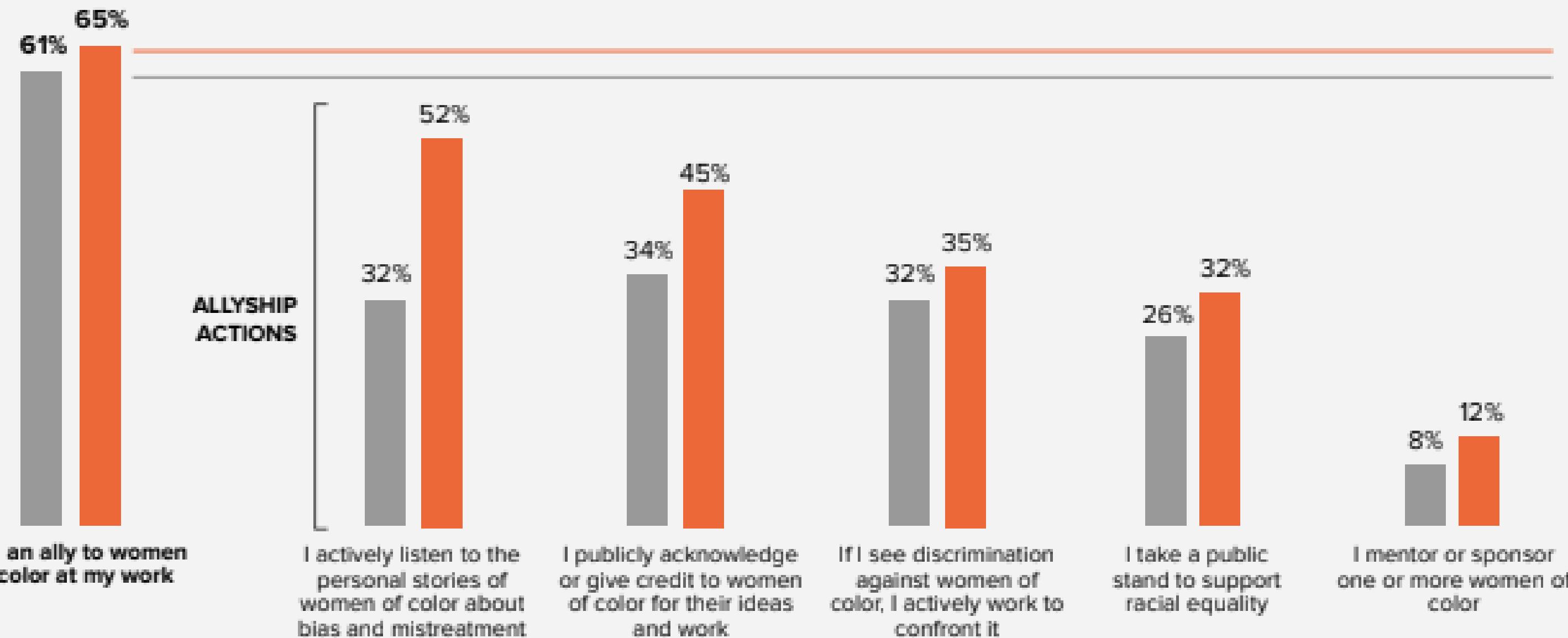
challenge

speak up

EMPLOYEES WHO SAY THEY ARE ALLIES DON'T ALWAYS TAKE ACTION

MEN WOMEN

% of employees who say they are allies to women of color vs. % who consistently take allyship actions

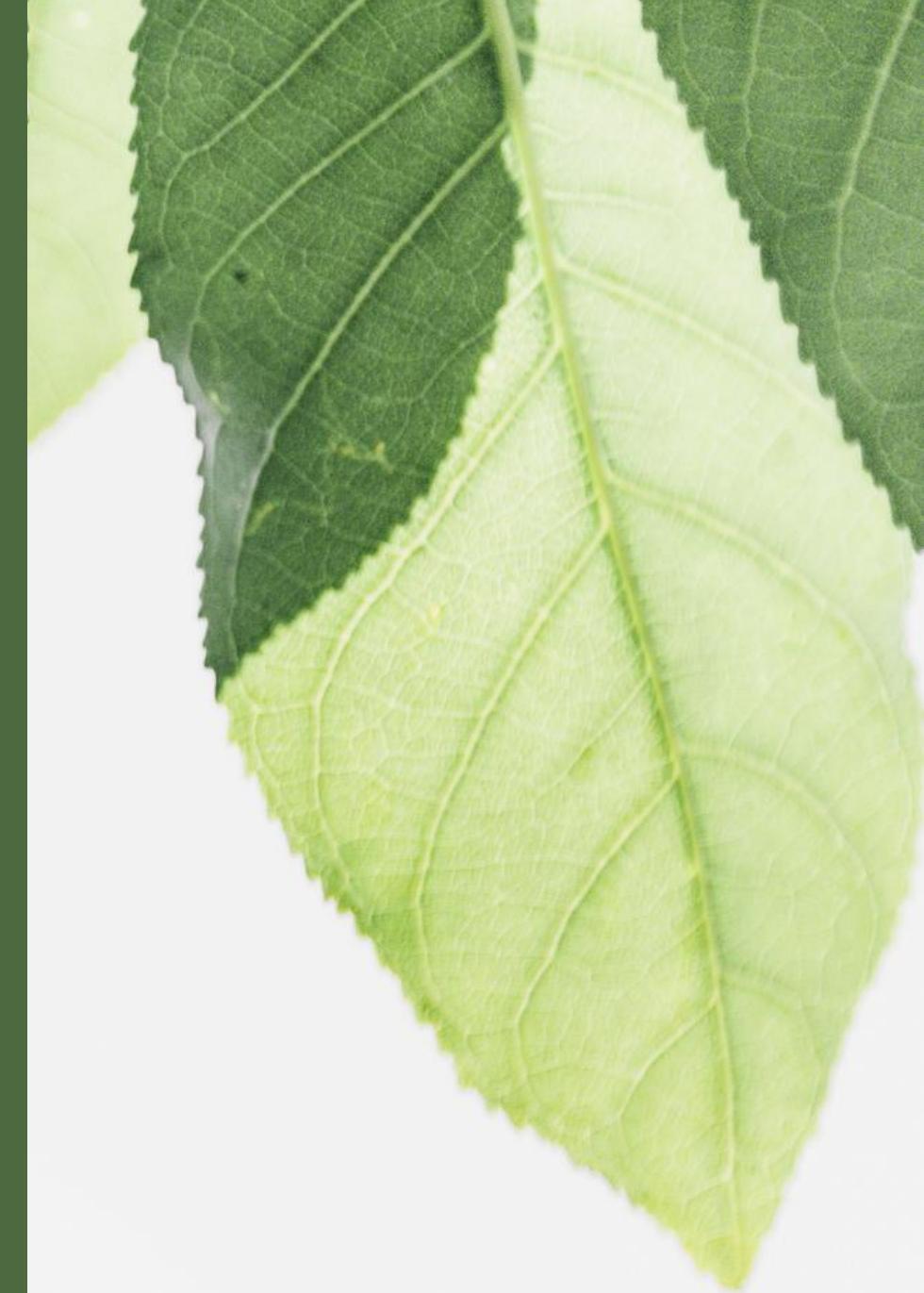


PROMOTING RACIAL LITERACY IN SCHOOLS

Differences
That Make a
Difference



HOWARD C. STEVENSON



HOWARD STEVENSON



HOWARD STEVENSON'S RACIAL STRESS MODEL



I'm not a bad person

Why should I be punished, racism
isn't my fault

RACIAL STRESS

Aren't we in a post racial society

I'm not a racist

You are just being sensitive

AVOID



Aren't we in a post racial society

I'm not a bad person

Why should I be punished, racism
isn't my fault

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You are just being sensitive

RACIAL STRESS

REFLECT RELAX PRACTICE

Cultivating Wisdom

- honesty
- listening
- admitting we don't have all the answers
- experience
- wondering
- practice
- making mistakes
- break it down



Resources

- Books and videos:
 - Embrace Race
 - Common Sense Media
- Drbriscoesmith.com

