


Session: Race and Equity in ECE-What is Your Responsibility?


## Which part of the ECE System do you work in?

- Mental Health
- Social Services
- Medical Care
- Special Education- Early Intervention
- Education and Child Care
- Other not listed

Provide your response by using the QR code or visiting

- <https://www.menti.com/xw9q8f9rbf> or
- [www.menti.com](https://www.menti.com) use voting code 2873 2053






## Race and Equity in ECE

### What is Your Responsibility?

Friday, September 24, 2021 • Session C-3  
Saturday, September 25, 2021 • Session G-5

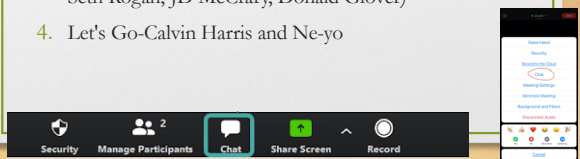
Julia Loman, MS  
Pronouns: she, her, hers  
Education and Equity Consultant  
Sr. Education Coordinator, Neighborhood House Association

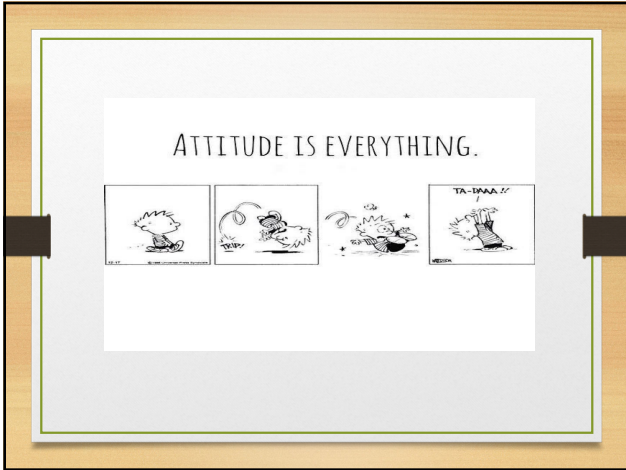


In the chat, please share your name, professional title, and

## What song best represents how you are feeling today?

1. I Will Survive- Gloria Gaynor
2. What's Going On- Marvin Gaye
3. Hakuna Matata- Simba, Timon and Pumbaa (Billy Eichner, Seth Rogan, JD McCrary, Donald Glover)
4. Let's Go-Calvin Harris and Ne-yo





## Community Norms

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- Audio and Video
  - Mute/unmute
  - Show/not showing
- Consider those with audio only
- Open and present
- Participate to get the most out of the training
- Share your story, not someone else's
- GRACE

## Today's Intention

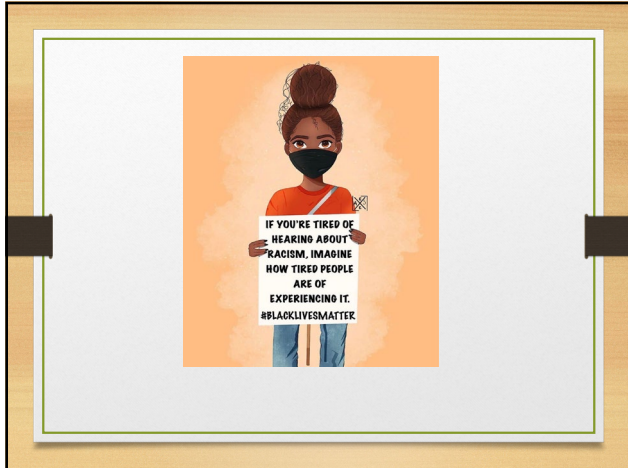
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- Explore personal and professional actions to address systemic racism and inequities that continue to be a threat to the children and families we serve.
- Exploration will occur through large and small group discussion, virtual chats, and individual reflections in the context of participants specific work within the early care and education community.

## Learning Objectives

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- Identify professional competencies that address systemic racism and equity.
- Explore how the four levels of oppression impact professional work roles within early care and education systems.
- Examine the impact individuals can make in addressing systemic racism and inequity both personally and professionally.



## Terms and Definitions

GAMES BROWSE THESAURUS WORD OF THE DAY WORDS AT PLAY

Merriam-Webster SINCE 1828

DICTIONARY THESAURUS

**racism** noun

Save Word

racism | \ˈrɑː-shi-zəm| əɪs-ə-ˈʃi-ɪ

**Definition of racism**

- 1 : a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race
- 2 a : a doctrine or political program based on the assumption of racism and designed to execute its principles
  - b : a political or social system founded on racism

## Terms and Definitions

**Inequality**

Unequal access to opportunities

**Equality?**

Equally distributed fruits and ladders

**Justice**

Everyone has access to both ladders and opportunities

**Equity**

One person uses their ability and address inequality

Tony Ruth, @lunchbreath

## Professional Competencies- Systemic Racism and Equity

• Competencies, Codes, and Commitments

**Advancing Equity in Early Childhood Education**

Shared Accountabilities for the Education of Young Children

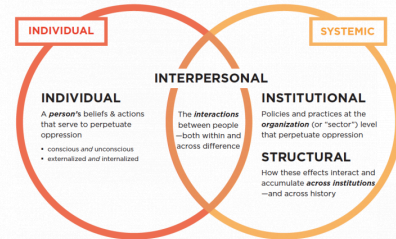
**Talent and Early Childhood: Racial Justice Competencies: A Briefing Paper**

**NAEYC Code of Ethical Conduct and Statement of Commitment**

## Professional Competencies- Systemic Racism and Equity

- Competencies, Codes, and Commitments
- What are you familiar with?
- In break out group, make a list of those that you are familiar with and their significance.

## Four Levels of Oppression and Our Work

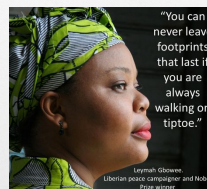


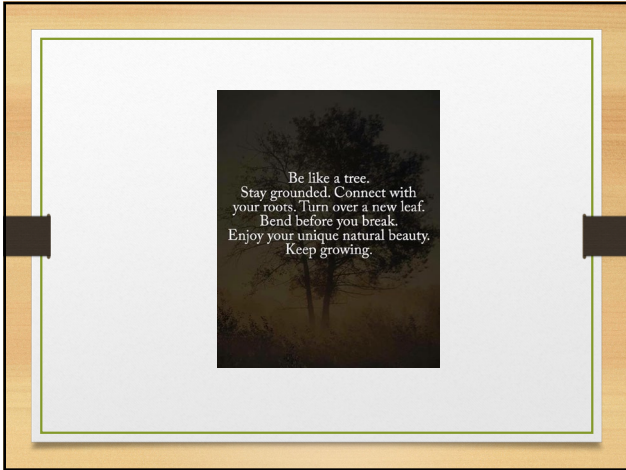
Dr. Camara Jones Explains the Cliff of Good Health



<https://youtu.be/to7Yrd50LHI>

## Making an Impact: Race and Equity



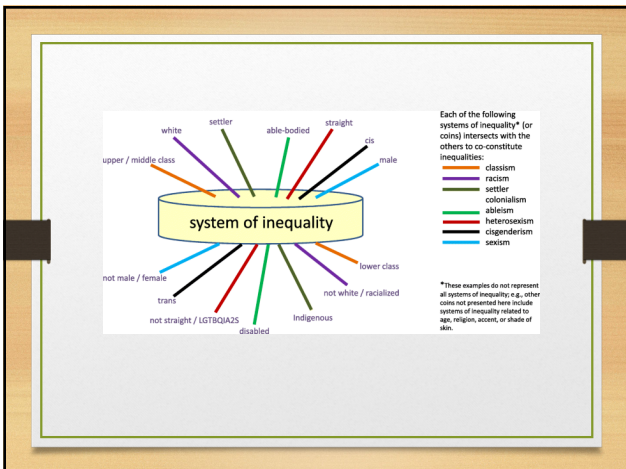


## Move Beyond Good/Bad Binary\*

Racist = Bad	Not Racist = Good
Ignorant	Progressive
Bigoted	Educated**
Prejudiced	Open-minded
Mean-spirited	Well-intentioned
Old	Young
Southern	Northern


*chart based on Robin Dix's work*

\* Connected to Christian hegemonic ways of thinking (Kivel, 2013)  
 \*\* Tied to class bias against poor and working class white people



“If you have come here to help me you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together.”

-Lilla Watson



### Anti-Bias Education: Adult Goals

- **Adult Goal 1, Identity:** Increase your awareness and understanding of your own individual and social identity in its many facets (race, ethnicity, gender, ability, sexual orientation, family structure, economic class) and your own cultural contexts, both in your childhood and currently.
- **Adult Goal 2, Diversity:** Examine what you have learned about differences, connection, and what you enjoy or fear across all aspects of human diversity.
- **Adult Goal 3, Justice:** Identify how you have been advantaged or disadvantaged by the isms (ableism, classism, heterosexism, racism, sexism) and the stereotypes or prejudices you have absorbed about yourself or others.
- **Adult Goal 4, Activism:** Explore your ideas, feelings, and experiences of social justice activism. Open up dialogue with colleagues and families about all these goals. Develop the courage and commitment to model for young children that you stand for fairness and to be an activist voice for children



“Inequality is structural, but it is upheld everyday by our individual choices”  
- Nicole Hannah-Jones

### Become Ant-Racist



### Examine Unconscious Bias

No matter how open-minded, socially conscious, anti-racist I think I am, I still have old, learned hidden biases that I need to examine.

It is my responsibility to check myself daily for my stereotypes, prejudice and, ultimately, discrimination.

@shes\_mightymighty



**Becoming aware of privilege** should not be viewed as a burden or source of guilt, but rather, **an opportunity** to learn and be responsible so that we may work toward **a more just and inclusive world.**

**CHECK YOUR PRIVILEGE:**


<input type="checkbox"/> WHITE	<input type="checkbox"/> CISGENDER*	privilege: unearned access to social power based on membership in a dominant social group.
<input type="checkbox"/> MALE	<input type="checkbox"/> ABLE-BODIED	
<input type="checkbox"/> CLASS	<input type="checkbox"/> HETEROSEXUAL	
<input type="checkbox"/> CHRISTIAN		

\*CISGENDER is a descriptor for a person whose gender identity, gender expression and assigned sex all align.

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got privilege?

### Examine Power and Privilege

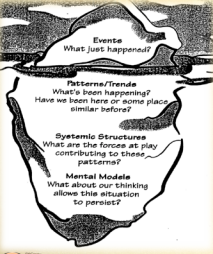


- Everyone has levels of power that impact all aspects of life.
- Being in supervisory or subject matter expert roles increase this power and privilege.

## Use Your Voice

**Courageous Conversation and Courageous Leadership**  
Developing an Anti-Racist Learning Community that Guides School-Wide Equity Transformation  
St. Paul Public Schools  
December 17th and 18th, 2012

**Systems Thinking**  
The tool that gives us a language for describing the interrelationships between complex elements of real-life situations as they evolve over time.



- **The Challenge: Making the Courageous Conversation On-Limits...Challenging the Single Story!**
- **Patterns and Trends:** Where do you notice this challenge showing up in your department?
- **Systemic Structures:** What systems, structures, policies, programs and practices do you have in place that might support the continued existence of your challenge?
- **Mental Models:** Do you hold beliefs that may hold in place your challenge as well as make it difficult for you to envision a meaningful solution to your challenge?

### Four Agreements of Courageous Conversation

**STAY ENGAGED**


**SPEAK YOUR TRUTH**

**EXPERIENCE DISCOMFORT**

**EXPECT AND ACCEPT NON-CLOSURE**

SINGLETON, G. (2015). COURAGEOUS CONVERSATIONS ABOUT RACE. GORWIN PRESS. P. 27

"The movement is contagious, and the people in it are the ones who pass on the spirit."  
-Yuri Kochiyama  
1921-2014



Yuri Kochiyama Japanese American a Harlem-based activist, wife, mother of six children, educator and humanitarian  
<https://coamea.org/blog/2014/08/29/yuri-kochiyama-words-of-wisdom/>

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Do the best you can until you know better.  
Then when you know better, do better.  
-Maya Angelou



## Call to Action- Plan

1. One thing you **learned**
2. One **pattern** that you've identified in yourself
3. One **strategy** that you will try
4. One **commitment** you will make



Never, never be afraid to do what's right, especially if the soul of a nation or the world is at stake. Society's punishments are small compared to the wounds we inflict on our soul when we look the other way.