



NATIONAL INTERIM MANAGEMENT
SERVING HEAD START SINCE 2000

Resources for Change

Tools for Creating Action in
Social Justice and Equality in CDI HS Programs

June 19, 2020



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HOW TO USE THIS RESOURCE BOOKLET:

This booklet was created by the CDI team to gather resources to support action in our programs and ensure social justice and equality are always at the forefront of what we do in communities. CDI and CDI Head Start staff and parents can use the resources to start conversations, create action plans, and enhance what is already in place to move communities forward in these vitally important areas. If you have questions about any of the resources, please reach out to your Site Manager and/or HUB Specialist team.

Educational Resources

FOR CHILDREN AND TEACHERS

Sesame Street - Standing Up to Racism

CNN AND 'SESAME STREET' HOSTED A TOWN HALL ADDRESSING RACISM. HERE IS THE LINK TO THE RECORDING:

[STANDING UP TO RACISM](#)

Books for children about racism

15 Picture Books about Social Justice and Human Rights: (Recommended by Rebekah Gienapp, author of Raising Antiracist Kids - An age by age guide for parents of white children)

[15 Picture Books](#)

Article from USA TODAY

Looking for books about racism? Experts suggest these must-read titles for adults and kids:

[USA TODAY Book List](#)

Many parents and teachers of young children share Ellie's concern that children should be shielded from learning explicitly about race and racial differences. Adults often worry that introducing these topics too early could be harmful (Husband 2010). Early childhood educators who wish to make space for learning about race and racism in their classrooms may feel unprepared to approach these complex issues (Vittrup 2016). Shaped by their own experiences with issues of race and racism, parents and teachers may hold differing views regarding the appropriateness of teaching about this topic in the early childhood classroom. Please read the below article:

[NAEYC Teaching and Learning About Race](#)

Additional Resources for Teachers

From NAEYC:

[Anti-Bias Education for Young Children and Ourselves](#), Second Edition

About the Book

More than ever, young children need educators who can help them navigate and thrive in a world of great diversity, educators who can give them and their families the tools to make the world a more fair place for themselves and for each other.

You can be that educator in children's lives. This classic resource, now expanded and updated, is your guide to building a strong anti-bias program, including learning to know yourself.

Whether you're new to anti-bias work or seasoned in it, you'll find inspiration and support here as you walk this journey and meet and work with other travelers.

And:

[Understanding Anti-Bias Education: Bringing the Four Core Goals to Every Facet of Your Curriculum](#) by LOUISE DERMAN-SPARKS, JULIE OLSEN EDWARDS

"Anti-bias education is not just doing occasional activities about diversity and fairness topics (although that may be how new anti-bias educators begin). To be effective, anti-bias education works as an underpinning perspective, which permeates everything that happens in an early childhood program—including your interactions with children, families and coworkers—and shapes how you put curriculum together each day."

From Hatch:

Here's a link to the Hatch store's section on "Creative Diversity" materials for the classroom: [Creative Diversity Materials](#)

From National Center for Pyramid Model Innovations (NCPMI):
[Creating Anti-Racist Early Childhood Spaces](#)

Now, more than ever it is important to address issues of race and bias in early childhood settings. Children notice race at a very early age and can begin to categorize people according to skin color. This webinar presents strategies for creating an anti-racist environment to promote the development of healthy racial identities.

NAEYC CONTENT RESOURCES:

Early childhood educators have many roles to play as we address racism and bias in our work with colleagues and families, and our efforts to support each and every child, each and every day.

- Use [NAEYC's Position Statement on Advancing Equity in Early Childhood Education](#) in your practice along with [tools and resources](#) showing the many ways educators can put equity into action.
- Become a skilled anti-bias educator through deep engagement using the new second edition of [Anti-bias Education for Young Children and Ourselves](#) as a guide to confront and eliminate barriers of prejudice, misinformation, and bias. See [Understanding Anti-Bias Education: Bringing the Four Core Goals to Every Facet of Your Curriculum](#).
- Read the two part series [Black Boys Matter](#) for an important discussion about ways to make classrooms more welcoming and supportive learning spaces for Black boys.
- Learn from educators who have engaged young children in conversations about race and racism in [Becoming Upended: Teaching and Learning about Race and Racism with Young Children and Their Families](#) and "What About People Like Me?" [Teaching Preschoolers About Segregation and "Peace Heroes."](#)

Watch these [webinars](#) on equity: Culturally Appropriate Positive Guidance, and Maximizing Learning in Diverse Classrooms.

RESOURCES FOR CONNECTING WITH THE FIELD:

Reach out to other early childhood educators about current events, children's books that support anti-bias teaching and a range of topics on NAEYC's Online community: [hello.NAEYC.org](https://hello.naeyc.org).

Join our book clubs on [Each and Every Child: Teaching Preschool with an Equity Lens](#) and the new second edition of [Anti-Bias Education for Young Children and Ourselves](#).

A few examples of resources to learn from, use, and share include:

- [WeNeedDiverseBooks.org](https://www.weneeddiversebooks.org/)
- ["Talking About Race" Web Portal](#) from the National Museum of African American History and Culture Releases
- [Teaching Tolerance](#)
- [Talking Race With Young Children](#)
- [Talking to Children About Racial Bias](#)
- [The Conscious Kid](#) on Instagram
- [Latinx Parenting](#) on Instagram
- [Podcast: fare of the free child](#)

For Families:

[PBS Kids: Daniel Tiger's Neighborhood: Alike & Different](#)

[International Day for the Elimination of Racial Discrimination:](#)

Where programs/staff/families can take an extra opportunity to build awareness.

[United Nations Let's Fight Racism](#)

For Everyone:

[HS Talking to Children about Race and Racism](#)

Tips and Resources for Parents, Staff, and Children

The Office of Head Start recognizes the importance of supporting parents and staff as they talk with children and each other about race and racism. Explore these resources that address how young children learn about race and ways to talk to children to help them cope. Find books for teaching children to embrace diversity. These materials can help families and staff have open and healthy conversations with children of all ages. Note: This is not an exhaustive list.

MENTAL HEALTH RESOURCES

For Children and Families:

Common Sense Media hosted a discussion: [Helping Kids Process Violence, Trauma, and Race in a World of Nonstop News](#) tonight with child development, children's health, and trauma-care experts to talk about ways families can support their children, one another, and a just future.

From Red Bicycle:

[How to Educate Your Children on Riots and Protests](#)

Tips for Parents:

1. Be open and honest. Some people get treated unfairly based on their skin color, culture or religion. By doing this, we help prepare them to challenge these issues when they arise.
2. Model it. Talking to your child about the importance of embracing differences and treating others with respect is essential, but it's not enough. Acknowledge difference and emphasize the positive aspects of our differences. Encourage your child to talk about what makes them different and discuss ways that may have helped or hurt them at times. Similarities become more powerful. Remember silence indicates acceptance
3. Do something. Take a stand when you witness injustice. This is the time to help our children grow into adults who value and honor diversity.
4. For teens—keep talking. Use current issues from the news, as a springboard for discussion. Ask your teen what they think about the issues. Discuss the importance of valuing differences is essential, but modeling this message is even more vital. Evaluate your own circle of friends or the beliefs you hold about certain groups of people.
5. Encourage activism. Promote ways for your family to get involved in causes you care about.
6. Explain what protest means if developmentally appropriate for you child. Seven years and older is my recommendation. Everyone has a right to their own opinion and to voice it in America, but you also have to respect others' opinions. A typical goal of non-aggressive protest is to inspire positive social change and protection of human rights. Sometimes, people make poor choices and react with aggression because of the feelings they have. It is ok to protest in a friendly way.

From SAMHSA – General Mental Health Coping Recommendations:
[Coping Tips for Traumatic Events and Disasters](#)

Emotional distress can happen before and after a disaster. Coping strategies include preparation, self-care, and identifying support systems.

People can experience a wide range of emotions before and after a disaster or traumatic event. There's no right or wrong way to feel. However, it's important to find healthy ways to cope when these events happen.

From Child Care Aware:
[Supporting Children Who Have Faced Trauma Infographic](#)

From the National Black Child Development Institute (NBCDI):
The National Black Child Development Institute (NBCDI) continues to stand with our communities and allies as we demand justice in policing, equitable policies, and fair treatment of Black people in all sectors, systems, institutions, and domains. This work requires that we commit to the long-term engagement and advocacy needed to effect sustainable, systemic change. As you're busy engaging in the fight, we understand that many of you are also working to help your children, grandchildren, nieces, nephews and other young people in your lives make sense of all they're seeing related to the righteous protests. This is on top of your efforts to acclimate them to the changes in their routine as a result of the pandemic.

In alignment with our commitment to be part of the solution and provide resources, NBCDI is re-releasing our [Helping Children Cope With Crisis](#) activity book as a resource for families, caregivers, , places of worship, and civic groups. This unique activity book was developed specifically for Black families by NBCDI and the Eunice Kennedy Shriver National Institute of Child Health and Human Development.

We stand with you and are here to support you. If there is other information that would be helpful or other resources you'd like us to share, please email us at moreinfo@nbcidi.org and let us know what you need.

Tobeka G. Green
President and CEO

Additional Resources for Program Staff

From ECLKC:
[Mental Health Resources to Support Response and Recovery](#)

Head Start and child care programs can use these tip sheets and resources with families and staff affected by a crisis or tragic event. Materials are divided into three categories: Short-Term Recovery; Caring for Yourself During Recovery; and Long-Term Recovery. Short-term recovery items may help weeks after an event, while long-term resources may be used months later. Use the materials in the Caring for Yourself During Recovery section to learn more about common reactions and self-care after an emergency.

From the National Child Traumatic Stress Network (NCTSN):
[Race and Trauma in the Classroom - Factsheet](#)

From Child Mind Institute:
[Racism and Violence - How to Help Kids Handle the News:](#)

Statement from NHSA-June 1, 2020:

Silence = acceptance.

We will not be silent in the face of injustice.

As a team we are devastated, overwhelmed with grief, filled with anger, and compelled to speak out.

Head Start was born during another era of fighting for equal justice, an era envisioned by its activists to be the end of racism, discrimination, and oppression.

Unhappily, we have not progressed as far as a nation in the 55 years since as we should have, as we need to. And now, it is up to us, all of us, to make it happen.

Head Start is rooted in the search for justice, equality, and opportunity. Our role as a catalyst for hope serves as a beacon of light in communities once again. Because today's Head Start children—innocent, inquisitive, and brilliant as they are—deserve a hopeful future where their lives are valued unequivocally.

We are committed to building that better future, not for the next generation, but right now. We support the movement for justice and equality and will lead with bold actions necessary for real change. From encouraging full participation in civic engagement, to protesting acts of racism, NHSA stands with you in this fight.

We must listen to each other with deeper understanding, join together in activism, and stay committed to creating a more just nation.

We are here to listen. How can NHSA make an impact? Write to us at NewEra@nhsa.org.

Keeping the commitment,

Yasmina Vinci and Team NHSA

Turning Generations of injustice into action for the future of black Children
– Damon Carson, NHSA Board Chair:

<https://www.youtube.com/watch?v=bDECpp07W3I&feature=youtu.be>

Statement from NAEYC:

We Stand Together



For early childhood educators, the double pandemic of coronavirus and racism gripping our nation presents a complex set of challenges—and opportunities for change. In this moment of deep crisis, there are glimpses of a more just and equitable future ahead, and many action steps we can each take on the journey to get there.

For example, perhaps you've shown your commitment to anti-racism by joining a peaceful protest. Perhaps your strength is in filling your early learning program with books and resources that showcase children, families, authors, illustrators, and content creators from communities of color. Perhaps you have advocated for significant federal funding for child care so that the early childhood workforce—primarily women, often women of color—can safely continue to care for and educate children as families return to work. Maybe you are donating funds to fighting for racial justice, or having a conversation with a friend or family member who is struggling with her own prejudice. Perhaps you, too, are struggling. There are so many right paths towards the collective work of advancing equity and addressing bias; the only wrong one is the path of silence and inaction.

In this special edition of NAEYC Notes, we hope you find some support, resources, and ideas for how you can take action, as [we stand together](#), and move forward, together.

Head Start Honors Juneteenth - June 19, 2020

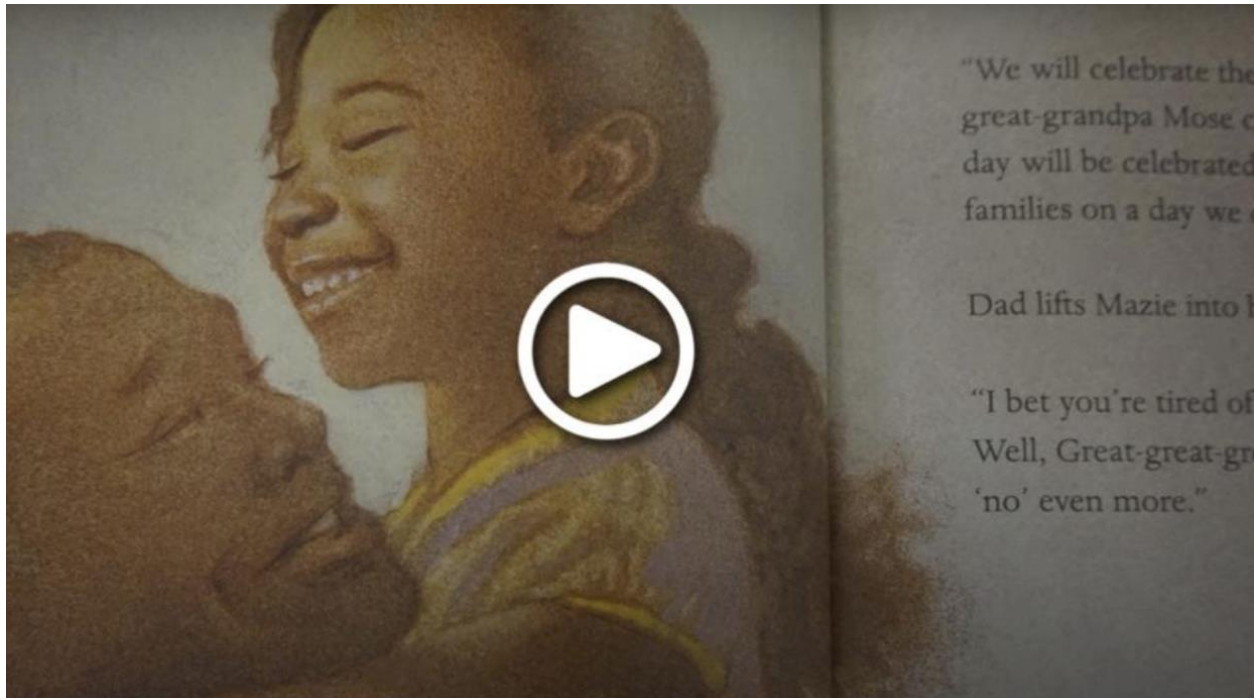
Head Start Community,

Today we remember and celebrate Juneteenth, a day that marks a moment in American history when a promise of freedom for every man, woman, and child reached the last of our nation's enslaved people.

This historically under-taught, under-recognized holiday commemorates a monumental moment in American history-the effective end of slavery in every corner of the United States in 1865. While many of us learned in school that slavery ended with the Emancipation Proclamation in 1863, not all enslaved Black people were truly free. For more than two years, slavery persisted in parts of the nation controlled by the Confederacy. Finally, on June 19, 1865, the remaining enslaved Black people in the United States achieved freedom when the Union Army arrived in Galveston Bay, Texas, and enforced the abolishment of slavery.

So today, we recognize Juneteenth by reflecting on the enduring legacy of our nation's unjust history of slavery of Black people, including all of the windows of opportunity that have been slammed shut by systemic racism.

The significance of this history connects fundamentally to the core premise and commitment that we in Head Start uphold daily-the commitment to ensuring that every child, regardless of circumstances at birth, has the opportunity to succeed. Head Start's commitment began in 1965, a century after Juneteenth, and it is more important than ever to uphold this promise.



We encourage you to celebrate Juneteenth with Head Start children by sharing this read-aloud of "[Juneteenth for Maizie](#)," a Coretta Scott King Honoree that captures the holiday's history. This read aloud is part of a series of African American stories shared by Sanofka bookstore, a Washington, D.C.-based bookstore specializing in videos and books about people of African descent around the world.

Today we also look at the long road still ahead in the quest for true social justice and equality. As a trusted voice in every community across the country, Head Start has a responsibility to lead and engage in this quest, and it starts with educating our youngest learners.

Please explore these resources and share with your staff and families: [Addressing Racism and Injustice with Young Children](#).

Keeping the commitment,

Team NHSA



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