

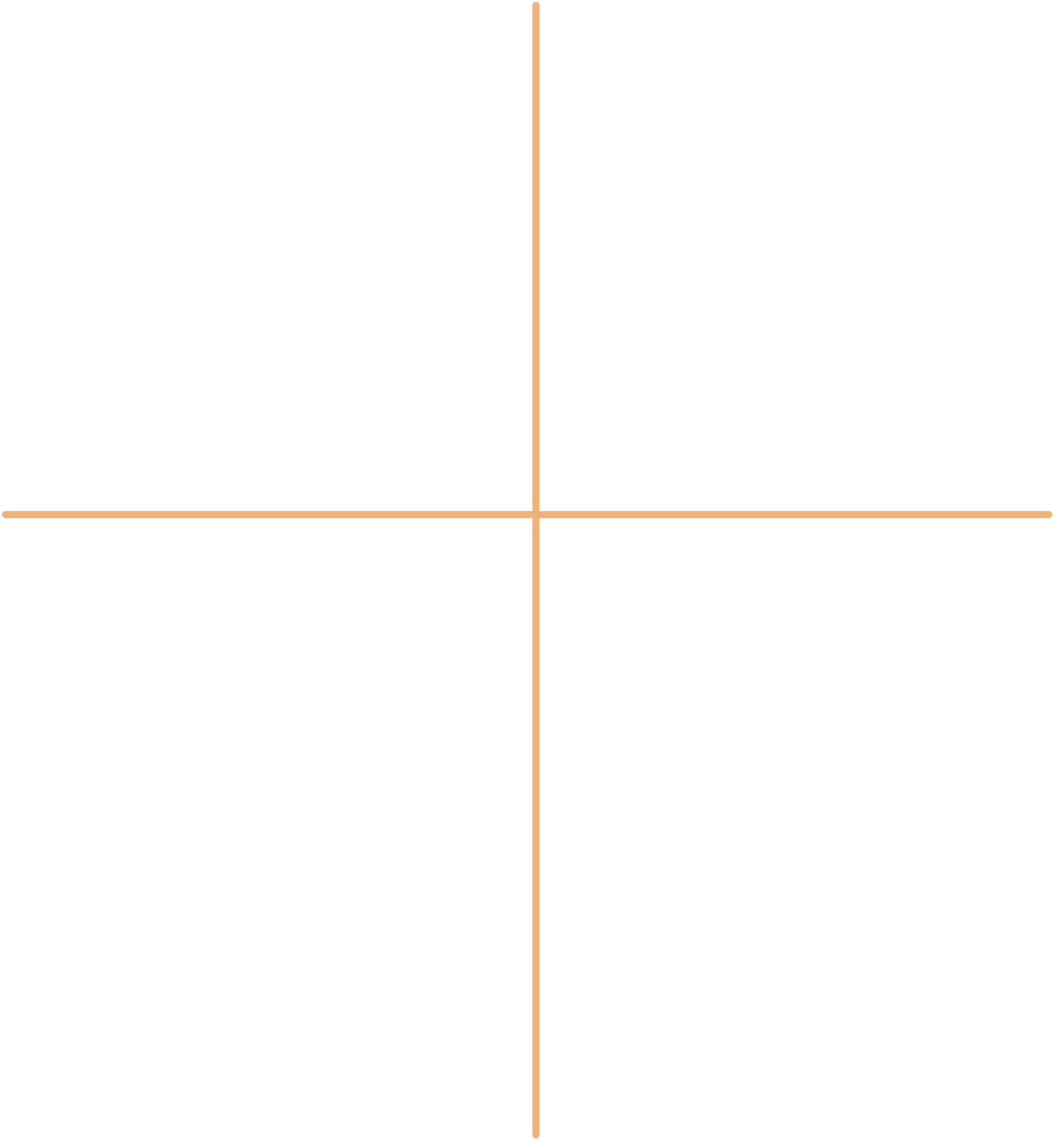


Speaking with Your Children About Race

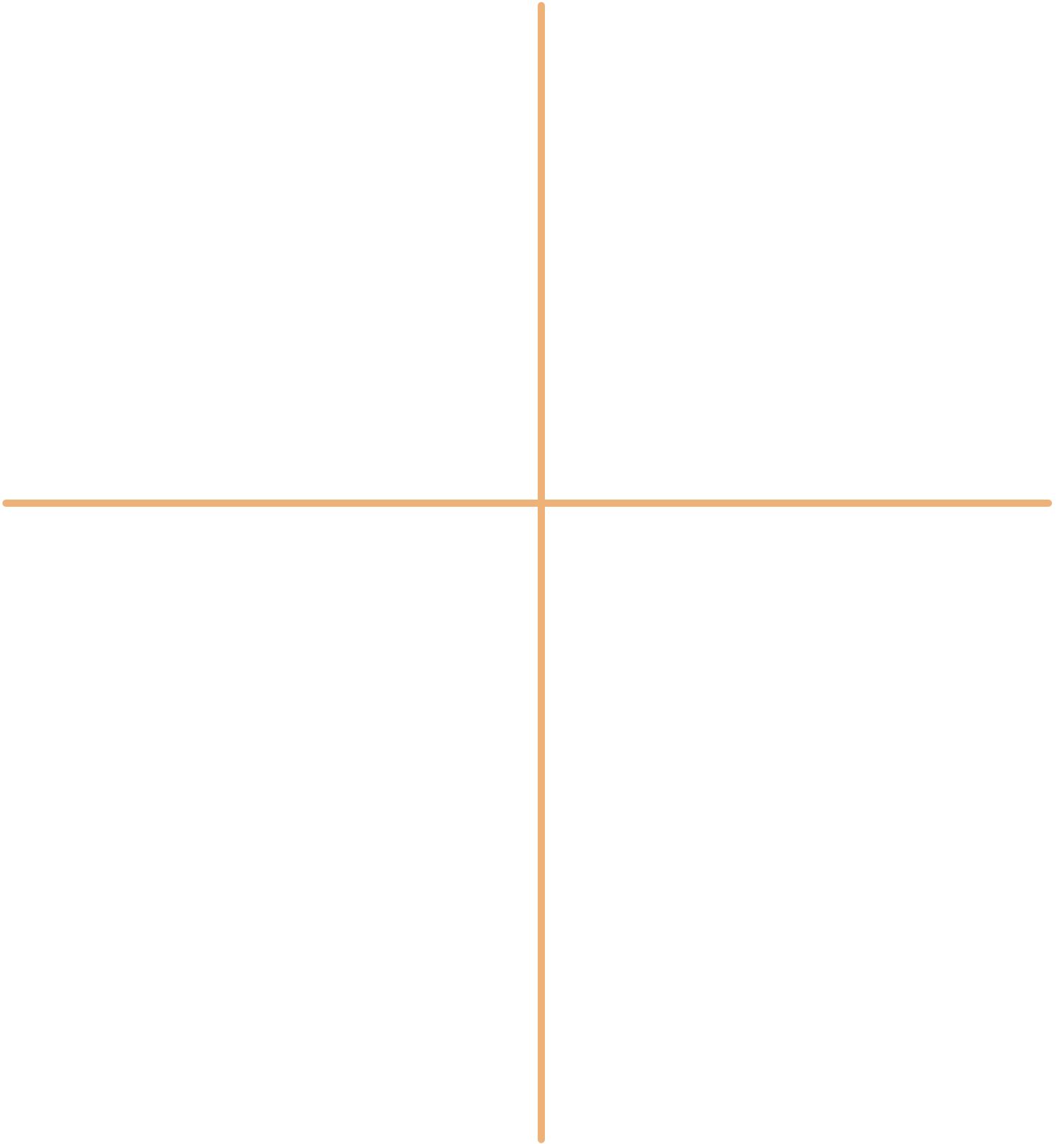
ISACS-Midwest
Wednesday, February 24, 2021

Y. Joy Harris-Smith, Ph.D.

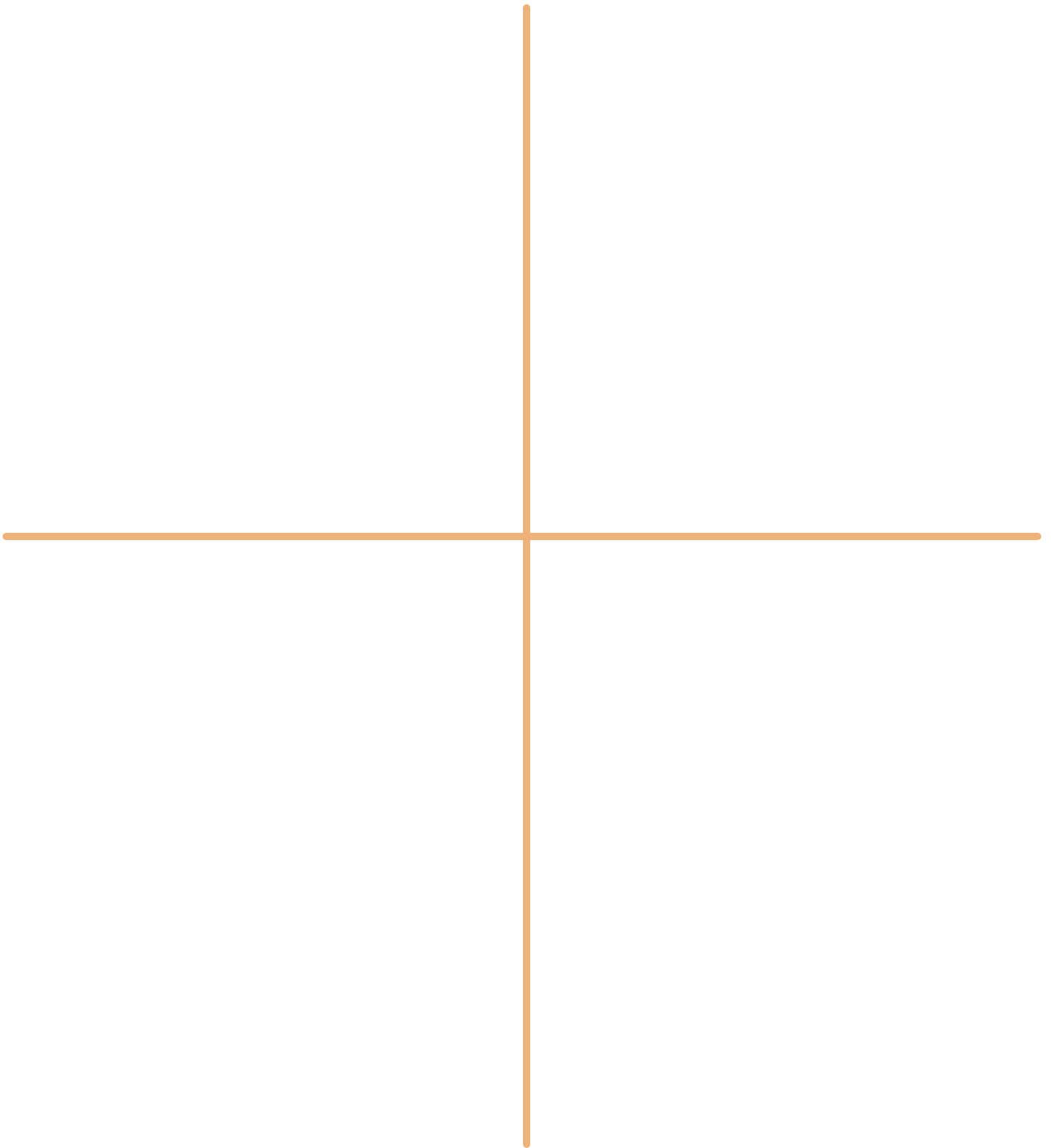
Who is Generation Z?

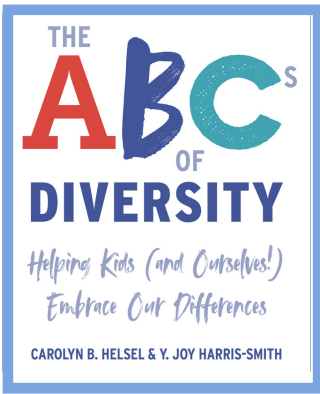


Communication



CQ-Cultural Intelligence





#1 Automatic ABCs

UNHELPFUL BUT PREDICTABLE RESPONSES

"So if these three tendencies--being *Afraid*, *Backing away*, and *Control*--are unhelpful responses to learning the language of diversity, how can we train ourselves to react differently and be more effective in our communication, responding with a greater sense of compassion and inclusivity toward others?" (page 10)

#1: Automatic ABCs (Unhelpful but Predictable Responses)

A-Afraid

If you are *afraid*, ask yourself what makes you feel afraid in this space?

B-Back Away

If you notice yourself physically wanting to *back away*, figure out why.

C-Control

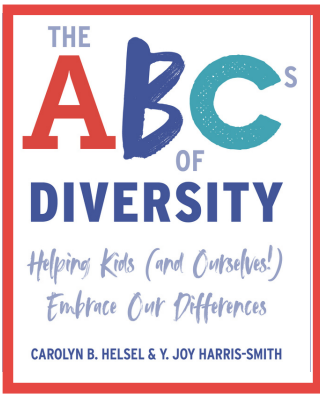
If you notice the impulse in yourself to control the circumstances, figure out why. Observe your reactions. Write them down, rather than running away from them.

Record your thoughts and responses in the space below. Feel free to use the back of the page if needed.

Afraid

Back Away

Control



#2 *Intentional ABCs*

PERSONAL INTROSPECTION TO STAY ENGAGED

"Acknowledging difference, *Being present* to the diversity around, and *Coming closer* to persons who are not like you are three ways you can begin to learn the language of difference." (page 12)

A-Acknowledge

What happens when you *acknowledge* the diversity around you?

B-Be present

Notice how you can sit with the feeling of being uncomfortable, and *be present* to this opportunity.

C-Come closer

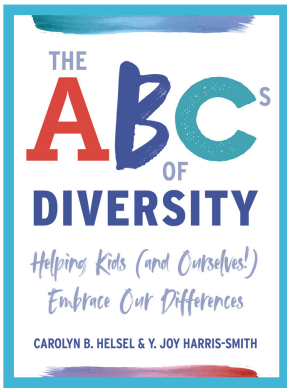
In what way could you physically *come closer* to someone and begin a conversation?

Record your thoughts and responses in the space below. Feel free to use the back of the page if needed.

Acknowledge

Be present

Come closer



#3 *Interpersonal ABCs*

BUILDING A MORE JUST SOCIETY

"Access the information and the people near you; *build* upon what you have accessed; and don't forget to *cultivate* new relationships, networks, and opportunities to nourish life all around you, particularly those whose lives are most threatened." (page 14)

A-Access

What information do you have at your disposal for the interpersonal or social dynamics going on around you? To what resources (networks of relationships or skills) can you give others access to help them better navigate this situation?

B-Build

How can you build upon what you already know--or the resources you can access or the people you know--to build a deeper connection with others in this space?

C-Cultivate

What can you contribute to the mutual flourishing of yourself and the people you are getting to know? How can you cultivate within yourself a capacity for lifelong learning and adjusting to the new?

Record your thoughts and responses in the space below. Feel free to use the back of the page if needed.

Access

Build

Cultivate

Tips to Remember

As you begin or continue in discussions with your child(ren) and those whom you care about keep these simple points in mind.



Do your work!



This is not a one time conversation.



Allow your child to lead.



Allies are NECESSARY!



You don't have to know it all



You cannot afford to be SILENT.



This is marathon not a sprint.



Be willing to be uncomfortable.

What other suggestions might you offer someone as they begin or continue these vital conversations? Write them in the spaces below.

The Resource Express

There will never be a comprehensive list. However, Appendix B in *The ABCs of Diversity* makes an attempt at providing a plethora of resources to assist adults with getting the conversation started with young people. Listed here are few resources from Appendix B and some suggestions that are not mentioned in the book.

Picture Books

ABC A Family Alphabet Book by Bobbie Combs
All Are Welcome by Alexandra Penfold
El Chupacabras by Adam Rubin
The Day You Begin by Jacqueline Woodson

Middle Grade Chapter Books

Blended by Sharon M. Draper
The Crossover by Kwame Alexander
El Deafo by Cece Bell
Esperanza Rising by Pam Munoz Ryan
Harbor Me by Jacqueline Woodson

TV/Videos/Films

Sesame Street Town Hall--06/06/2020
TV in Black: The First 50 Years (Amazon Prime)
The Uncomfortable Truth (Amazon Prime)
Finding Your Roots w/Henry Louis Gates, Jr. (PBS)

Adults

Raising White Kids: Bringing up Children in a Racially Unjust America by Jennifer Harvey
Me and White Supremacy by Layla F. Saad
Stamped From The Beginning by Ibram X Kendi
The Afro-Latin@ Reader: History and Culture in the United States
(eds) Miriam Jimenez Roman and Juan Flores

Websites

www.teacherspayteachers.com
www.embracerace.org
www.readbrightly.com
www.literati.com



Y. Joy Harris-Smith, Ph.D is a senior lecturer at the Princeton Theological Seminary since 2014 and previously taught in the New York public school system. She prides herself in "teaching in the moment" to support her students' spiritual formation and draws upon her training in cultural intelligence to equip them with practical tools to effectively engage in today's multicultural reality. Harris-Smith earned a MS.Ed from St. John's University in New York, a M.Div from Princeton Theological Seminary, and a Ph.D from Howard University. She is the author of *The ABCs of Diversity: Helping Kids (and Ourselves!) Embrace Our Differences*.

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