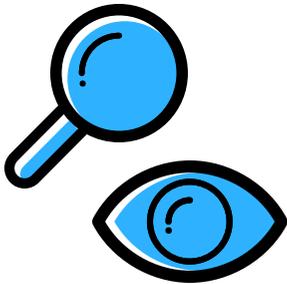


# Steps 2 Success: Entry Points in Talking About Race

## Affirm Racial Differences

"This baby on the cover has brown skin. Look! On this page a baby has a different shade of skin. Add for toddlers: What shade does it look like?"

**STEP  
01**



**STEP  
02**

## Racial Terminology

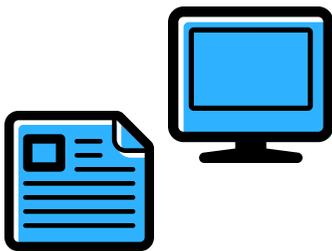
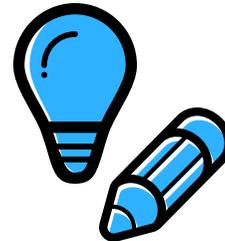
It is okay to say \_\_\_\_ American. (African-American, Muslim American, Asian-American, Arab American. It is also okay to say Latinx. You can also use the generalized term "people of color."



## Speaking Outside Your Experience

Model what inclusion looks like. Refer to the racial microaggressive behaviors handout. If a POC caretaker comes to talk to you just listen.

**STEP  
03**



**STEP  
04**

## Saying the Wrong Thing

Accept that mistakes will happen. Fear over an unintended offense does not mean that you should avoid talking about race. Apologize, and listen. "I am sorry that I said \_\_\_\_\_. Thank you for letting me know how that made you feel."



## Be Authentic & Intentional

Encourage parents to talk about race early. "It is okay to point out racial differences in books from babies to teens." "You can talk in more detail about race at different stages, but it is all right to start as babies acknowledging differences in skin, hair, language, or culture. "

**STEP  
05**



# Talking About Race: Quick Staff Coaching Guide

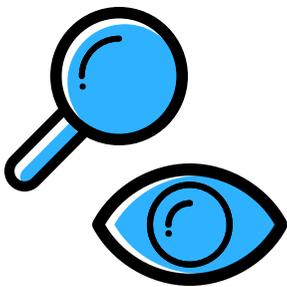
## Feeling Awkward?

Talking to parents about race can seem awkward. Remember, a lot of caretakers are just waiting to be told that it is **okay** to talk about race.

STEP  
01



Practice...



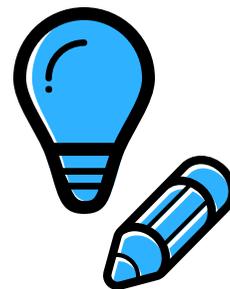
STEP  
02

Just like reading a storytime book out loud. Practice talking about it with different storytime transitions to see where it fits best.

## Highlight POC...

Authors or illustrators. When reading **Lion & The Mouse** by Jerry Pinkney highlight that he's an African-American illustrator.

STEP  
03



STEP  
04

## Tough Conversations

Sometimes a follow-up conversation about race from a caretaker can be tough. It's okay to not have an answer on the spot, but follow through with one.

## Tone is important!

Sometimes it is not what you say, it is how you say it. If you talk about race in an uncomfortable manner it is reinforcing that race is something that is to be avoided.

STEP  
05



Point out cultural differences when reading picture books.

When exploring those differences reinforce that “different” and “weird” are not the same thing.

Q: “Why is her hair weird?”

R: “Her hair type is different. Some people have straight, curly, or wavy hair.” “I think it is great we are all different.”



Let's  
learn  
together!

Respect your child's curiosity of the world around them by answering their hard and sometimes embarrassing observations.

“Let me think about that for a while,” or try “That is a good question---and I do not know.” are great starting responses.



Use “fair/unfair” when talking about racial stereotypes in picture books.

“Wow, this picture book only included white male inventors.

That's unfair. Did you know  
that \_\_\_\_\_ created  
things, too? Let's read about  
some famous \_\_\_\_\_  
inventors.



Share with your child your feelings about race when reading picture books.

“It makes me sad that laws allowed certain groups of people like African-Americans to be treated differently.”



While reading to your child, it is okay to point out racial differences.

“Is that skin darker or lighter than your own?”

Did you know that we can be  
born with different skin colors?  
Well, this skin tone is called

”

\_\_\_\_\_”



# Talking About Race: Quick Staff Coaching Guide

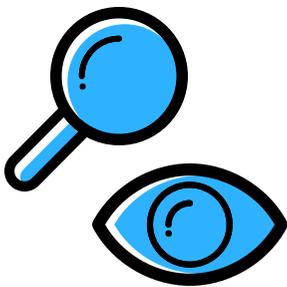
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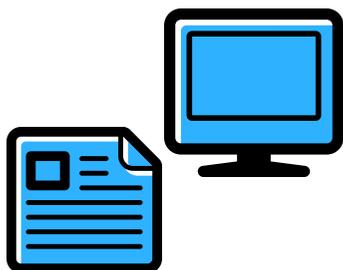
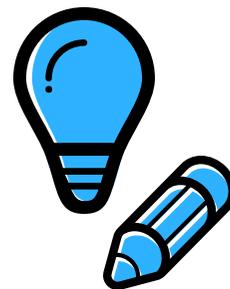
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