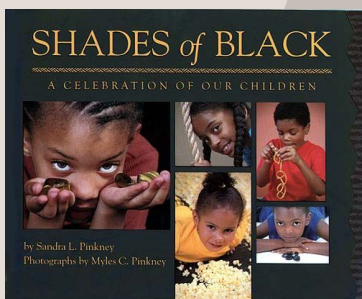


TALKING ABOUT RACE IN STORYTIMES

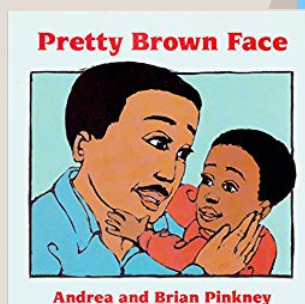
Great books to model in front of
caretakers for Baby Time:



Shades of Black

by Sandra L. Pinkney

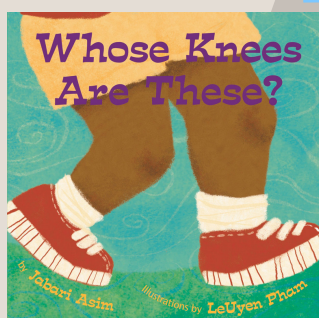
Use this book to point out the different skin tones that African-Americans have. You can introduce a variety of hair texture as well.



Pretty Brown Face

by Andrea and Brian Pinkney

Discover the universal similarities between the child in the book and your child. Emphasize that brown faces are pretty!



Whose Knees Are These?

by Jabari Asim

You can use this book to point out the universal similarities that make us human. The important part is to not ignore the skin tone.

GRPL Toddler Time outline

Date: February 1

Attendance: _____ adults _____ kids

Opening Song/rhyme:

Parent Tip #1: Try to make talking, singing, reading, writing, and playing a part of your everyday routine. It's the best way to help children get ready to read.

Action song/rhyme:

Action song/rhyme: Zoom zoom zoom

Action song/rhyme: Jack in the Box

Action song/rhyme: Jump for Songs

Parent Tip #2: While reading to your child, it is okay to point out racial differences. "Is that skin lighter or darker than your own?" Did you know we can be born with different skin colors? Well this skin tone we are going to read about is called _____.

Book: My People by Langston Hughes

Letter Tub: "Pp" for Peace

Activity Set/Song

Dance Song #1: [Parachute Play](#) The Noble Duke of York

Dance Song #2: Man With A Dream

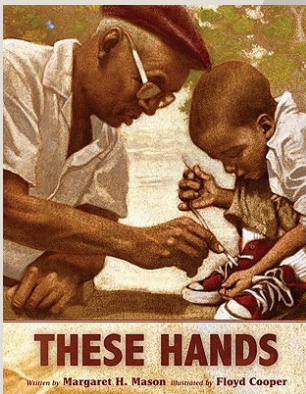
Book to Share (Let's Read Together!): I went a Walking

Goodbye rhyme/song: [Clap Your Hands Together]

Activity

TALKING ABOUT RACE IN STORYTIMES

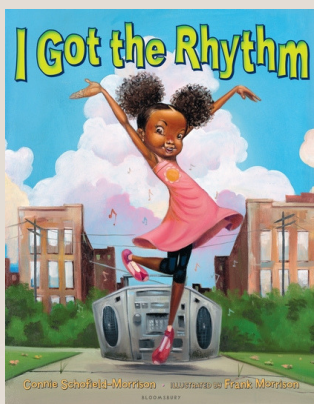
Great books to model in front of
caretakers for Pre-School Time



These Hands

by Margaret H. Mason

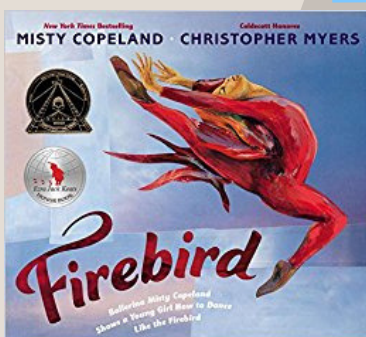
A fantastic story to discuss the shameful "unfair" laws which limited African-American workers to low-wage and lower skilled jobs at certain bread factories.



I Got the Rhythm

by Connie Schofield-Morrison

#carefreeblackkids. Use this book to model hair and skin differences. Talk about how her hair is curly and she has fantastic afro puffs.



Firebird

by Misty Copeland

Talk about that in a 75 year history of ballet they finally named their first principal African-American dancer.

Fall Session - Baby Time Outline

Welcome	Music playing Sign-in and bubbles?
Welcome Song	
Intro	Overview and Welcome Choo-Choo name song
Song	Well Hello Everybody Can You... (Nose, toes, head, tummy)
Song	Wake Up Toes
Activity	Hello Bubbles 1 Little, 2 Little, 3 Little Bubbles
Rhyme	Tick Tock, Tick Tock
Rhyme	A Hippopotamus Got on the City Bus
Parent Tip	<i>"When talking to your child, it is okay to point out racial differences."</i>
Book	Board Book "Whose Knees are These?" Do a picture walk and point out: "Look! This baby on the cover has brown skin."
Song	Twinkle Twinkle (or insert another singable song without motions)
Closing	Goodbye Friends
Free Play	Baby toys and music

Family/Preschool Storytime
Fall Session 5

Introduction	Have board books out to browse and read together (5 mins)
Welcome Song	New Way to Say Hello Intro to parents, tips, bathroom, etc. <i>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 that is a good question---and I do not know." are great responses.</i>
Rhyme	Itsy Bitsy Spider (3 ways)
Book	I Got the Rhythm by Connie Schofield-Morrison <i>Look at her hair and skin? Is it the same or different than hers? We are all born with different shades of skin colors and hair textures. Doesn't she have awesome afro-puffs?</i>
Songs and Rhymes	<u>Bananas Unite</u> Bananas unite (bring hands together above head) Peel banana, peel peel banana (x2) Chop banana, chop chop banana (x2) Mash banana, mash mash banana (x2) Eat banana, eat eat banana (x2) Gooooooooo bananas!!!! (jazz hands) <u>5 Little Monkeys Jumpin on the Bed</u> 5 little monkeys, jumpin on the bed 1 fell off and bumped his head Mama called the doctor and the doctor said, "No more monkeys, jumpin on the bed!"
Song	If You're Ready for a Story (clap, nod, jump up and down, touch your toes, sit right down)
Book	From Head to Toe
Songs and rhymes w/props	<u>Boom Chicka Boom w/music</u>

Shake Your Shaker

Shake your shaker high
Shake your shaker low
Shake your shaker fast, fast, fast
And then you shake it slow
Shake it to the left
Shake it to the right
You shake, and shake, and shake, and
shake
Until it's out of sight

Shake My Sillies Out w/shakers

From Head to Toe

If You're Happy and You Know It

Bread and Butter

Choral Book

Closing Song

Examples of Racial Microaggressions

Theme	Microaggression	Message
<p><i>Alien in own land</i> When Asian Americans and Latino Americans are assumed to be foreign-born</p>	<p>“Where are you from?” “Where were you born?” “You speak good English.” A person asking an Asian American to teach them words in their native language.</p>	<p>You are not American You are a foreigner</p>
<p><i>Ascription of Intelligence</i> Assigning intelligence to a person of color on the basis of their race.</p>	<p>“You are a credit to your race.” “You are so articulate.” Asking an Asian person to help with a Math or Science problem.</p>	<p>People of color are generally not as intelligent as Whites. It is unusual for someone of your race to be intelligent. All Asians are intelligent and good in Math / Sciences.</p>
<p><i>Color Blindness</i> Statements that indicate that a White person does not want to acknowledge race</p>	<p>“When I look at you, I don’t see color.” “America is a melting pot.” “There is only one race, the human race.”</p>	<p>Denying a person of color’s racial / ethnic experiences. Assimilate / acculturate to the dominant culture. Denying the individual as a racial / cultural being.</p>
<p><i>Criminality – assumption of criminal status</i> A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.</p>	<p>A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes. A store owner following a customer of color around the store. A White person waits to ride the next elevator when a person of color is on it.</p>	<p>You are a criminal. You are going to steal / You are poor / You do not belong / You are dangerous.</p>
<p><i>Denial of individual racism</i> A statement made when Whites deny their racial biases</p>	<p>“I’m not a racist. I have several Black friends.” “As a woman, I know what you go through as a racial minority.”</p>	<p>I am immune to races because I have friends of color. Your racial oppression is no different than my gender oppression. I can’t be a racist. I’m like you.</p>
<p><i>Myth of meritocracy</i> Statements which assert that race does not play a role in life successes</p>	<p>“I believe the most qualified person should get the job.” “Everyone can succeed in this society, if they work hard enough.”</p>	<p>People of color are given extra unfair benefits because of their race. People of color are lazy and / or incompetent and need to work harder.</p>
<p><i>Pathologizing cultural values / communication styles</i> The notion that the values and communication styles of the dominant / White culture are ideal</p>	<p>Asking a Black person: “Why do you have to be so loud / animated? Just calm down.” To an Asian or Latino person: Why are you so quiet? We want to know what you think. Be more verbal.” Speak up more.” Dismissing an individual who brings up race / culture in work / school setting.</p>	<p>Assimilate to dominant culture. Leave your cultural baggage outside.</p>

Theme	Microaggression	Message
<p><i>Second-class citizen</i> Occurs when a White person is given preferential treatment as a consumer over a person of color</p>	<p>Person of color mistaken for a service worker Having a taxi cab pass a person of color and pick up a White passenger Being ignored at a store counter as attention is given to the White customer behind you "You people ..."</p>	<p>People of color are servants to Whites. They couldn't possibly occupy high-status positions. You are likely to cause trouble and / or travel to a dangerous neighborhood. Whites are more valued customers than people of color You don't belong. You are a lesser being.</p>
<p><i>Environmental microaggressions</i> Macro-level microaggressions, which are more apparent on systemic and environmental levels</p>	<p>A college or university with buildings that are all named after White heterosexual upper class males Television shows and movies that feature predominantly White people, without representation of people of color Overcrowding of public schools in communities of color Overabundance of liquor stores in communities of color</p>	<p>You don't belong / You won't succeed here. There is only so far you can go. You are an outsider / You don't exist. People of color don't / shouldn't value education. People of color are deviant.</p>
<p><i>How to offend without really trying</i></p>	<p>"Indian giver." "That's so gay." "She welsed on the bet." "I jewed him down." "That's so White of you." "You people ..." "We got gypped." Imitating accents or dialects Others?</p>	

Adapted from:

Wing, Capodilupo, Torino, Bucceri, Holder, Nadal, Esquilin (2007). Racial Microaggressions in Everyday Life: Implications for Clinical Practice. *American Psychologist*, 62, 4, 271-286

Celebrating Diversity, Inclusion, and Equity Talking Points

If a patron has a political or moral viewpoint, nothing you say will change their minds and it will not do any good to get into an argument with them. Remember, when interacting with the public you are representing the library. Set aside your personal beliefs and focus on letting them know we represent all points of view.

Example Patron Response: *It looks like the library is full of delicate snowflakes who want to save the world. I don't want that nonsense crammed down my kids throat.*

Staff Response: *I certainly hear your concerns. We know all of our programs aren't the right fit for every family. Can I show you our [computers, play area, mindstorm program, movies, etc.] instead?*

Here are some other tips and talking points to deal with these situations.

Tips for Handling Upset/Disappointed Patrons

- ★ Affirm how the patron is feeling. *"I hear how upset you are about this. We know that the material and programs we offer at the library might not be for every family. We believe it is up to the parent to decide what is appropriate for their family."*
- ★ Remember, you do not need to take verbal abuse from anyone. In a calm tone say, *"I will not be able to help you if you continue to speak to me that way."* Ask for help from a supervisor if needed.
- ★ Direct them to Youth Services Supervisor and/or Supervisor in Charge if you cannot resolve their issue.
- ★ Although it may feel personal, the patron's anger or disappointment is not about you. It is about the situation. Try to remain calm and neutral when dealing with an upset patron. Keep your body language open, make direct eye contact, and speak in a pleasant but firm tone.

Other Advocacy Phrases

- ★ Our city has made a commitment to diversity, equity, and inclusion. As a part of our city and community, we find that it is important to celebrate and affirm children of their differences.
- ★ We want to help children become comfortable working, living, and communing alongside people who look different than themselves.
- ★ (If a patron continue to press the issue or grows angry) I don't think that I am the right person to address your concerns. Let me find a supervisor for you to speak with.

- ★ We know that some of these topics can be uncomfortable to talk about, so we partnered w/[insert volunteer, facilitator, etc] to give kids a safe space to talk about differences.

Digging Deeper: Library Resources

Blog Posts

<http://storytimeunderground.org/> Storytime Underground series

<http://www.raceconscious.org/2016/06/100-race-conscious-things-to-say-to-your-child-to-advance-racial-justice/>

<http://www.webjunction.org/news/webjunction/talking-with-kids-about-racism-oakland-public-library.html>

<http://readingwhilewhite.blogspot.com/search?q=Race>

<https://jbrary.com/talking-to-kids-about-race/> Part 1

<https://jbrary.com/diverse-storytime-books/> Part 2

Websites

<https://implicit.harvard.edu/implicit/aboutus.html>

<http://www.everydaydiversity.com/>

<https://www.theroot.com/the-doll-test-for-racial-self-hate-did-it-ever-make-se-1790875716>

Videos

<https://www.youtube.com/watch?v=9OKgUdQF-Fg>

https://www.youtube.com/watch?v=BsUa7eCgE_U

<https://www.youtube.com/watch?v=uYyvbglNZkQ>

<https://www.youtube.com/watch?v=Us70DN2XSfM>

<https://www.youtube.com/watch?v=oKtALHe3Y9Q>

<https://www.youtube.com/watch?v=D9lhs241zeg>

<https://www.youtube.com/watch?v=ggFzj-UMrOQ>

<https://www.youtube.com/watch?v=JcAuO0PNnrs>

Books

<https://www.goodreads.com/book/show/6496815-nurtureshock>

<https://www.goodreads.com/book/show/8171378-the-warmth-of-other-suns>

<https://www.goodreads.com/book/show/9781967-in-brown-s-wake>

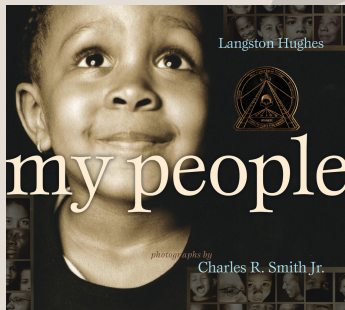
https://www.goodreads.com/book/show/12959743-how-to-be-black?ac=1&from_search=true

Classes

Open Yale Courses: <https://oyc.yale.edu/african-american-studies/afam-162/lecture-1>

TALKING ABOUT RACE IN STORYTIMES

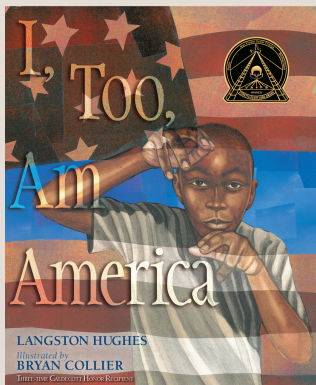
Great books to model in front of
caretakers for Toddler Time:



My People

by Langston Hughes

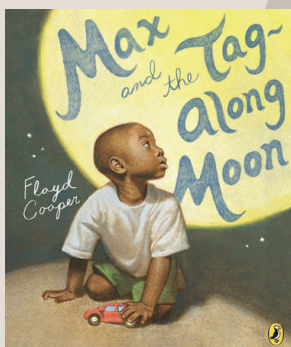
Inside are stunning photographs that you can use to highlight the African-American experience whether in age or skin tone hues.



I, Too, Am America

by Langston Hughes

This book is a great introduction in modeling for caretakers how to discuss shameful American history. You can use the unfair talking point to help shape your comments around the book. The artist does a great job illustrating past and present history.



Max and the Tag-Along Moon

by Langston Hughes

#carefreeblackkids. Use this book to highlight that an African-American family doing normal family things.