

## Diversity, Equity & Inclusion at

# Cobble Hill Playschool

[Day 1](#): Are you familiar with the terms of social justice?

[Day 2](#): What do the characters in your child's favorite storybook look like?

[Day 3](#): Is your comfort zone part of the problem?

[Day 4](#): What is race, anyway?

[Day 5](#): How well do you understand the experience of being transgender?

[Day 6](#): How comfortable are you with non-traditional gender roles in childhood?

[Day 7](#): Racial disparities in NYC pre-k programs

[Day 8](#): Can you be poor and still have white privilege?

[Day 9](#): How are children with different abilities depicted in children's books?

[Day 10](#): What does race have to do with immigration?

[Day 11](#): The Science of Melanin

[Day 12](#): Do you know what ableism is?

[Day 13](#): Do you expose your children to communities that look different than yours?

[Day 14](#): What is intersectionality?

[Day 15](#): What is your role in the pursuit of life, liberty, and justice for all?

[Day 16](#): How do you introduce learning differences to your children?

[Day 17](#): Are you keeping your world safe from microaggressions?

[Day 18](#): Do you seek out Black history learning opportunities throughout the year?

[Day 19](#): Do you call out or in?

[Day 20](#): Do you explicitly communicate the values that your family upholds?

[Day 21](#): When and why were "white" people invented?

<b>21-Day Equity Challenge:</b>	Day 1
	<p><b><i>Are you familiar with the terms of social justice?</i></b>  <i>“We cannot defeat racism unless we name it for what it is...by naming and framing racism we can take the ‘mask’ off coded language and denial” -W.K Kellogg Foundation</i></p> <p>Having a common language and vocabulary is imperative to having open and honest conversations within our community. Do you ever shy away from tough conversations because you don't want to sound ignorant? Or not chime in with a group because you aren't sure the exact meaning of a social justice buzzword? Read through CHP's Diversity, Equity, and Inclusion glossary of terms <a href="#">here</a>. Were all the words familiar to you? Were any new? How will becoming more aware of these terms affect your anti-racism work?</p>

<b>21-Day Equity Challenge:</b>	Day 2
	<p><b><i>What do the characters in your child's favorite storybook look like?</i></b>  <i>“We assume whiteness is the default because whiteness, historically, has been the default. This is one of the many reasons diverse representation matters so much. We need to change the default.”- Roxane Gay</i></p> <p>Representation, especially for young children, matters. When a child of color sees characters who look like them doing things they never thought of before, it tells them that they too can do that one day. What do you think it teaches white children when they only see other white characters reflected back to them? Have your child pick their favorite book that features people (as opposed to animals) as characters and read it together. Before you start, explain that you want to pay special attention to the characters in the book this time you read. As you're reading, point out the character's skin tones. At the end, reflect on the skin tones you saw while reading with your child. See if your child has any questions or makes any comments with this renewed attention to skin color.</p>

<b>21-Day Equity Challenge:</b>	Day 3
---------------------------------	-------

	<p><b><i>Is your comfort zone part of the problem?</i></b></p> <p><i>“The best friend that hate has is silence.” - Dr. Eddie Moore Jr.</i></p> <p>Are you a racist or an antiracist? Do you speak up or stay silent? Why? Why do good people choose silence? Is silence complicity? The 1st step forward is stepping out of your comfort zone to speak and listen in new ways. Today, read <a href="#">this</a> and have conversations with at least 1 person about how silence allows systemic inequities to continue.</p>
--	---

<b>21-Day Equity Challenge:</b>	Day 4
	<p><b><i>What is race, anyway?</i></b></p> <p>You may have spoken to your children about what racism is, but have you explained to them what race is? The nuances of a social construct such as race can make it a difficult topic to tackle with your young children. Watch this <a href="#">Sesame Street video</a>, which delves into the concept of race and melanin, with your kids and see how they react. Did they know about melanin before? Did it bring up any questions about the people in their lives?</p>

<b>21-Day Equity Challenge:</b>	Day 5
	<p><b><i>How well do you understand the experience of being transgender?</i></b></p> <p><i>“...we were told...that if you were transgender you would die and be miserable for the rest of your life or you’d become a porn star or a prostitute. They were... the only dream we were sold.” - Munroe Bergdorf</i></p> <p>Stories are gifts. They allow us a window into the ways the world we share can be oppressive for those who don’t fit narrow definitions of normal. Today, watch <a href="#">this video</a>. Consider the following questions: How have you internalized the mainstream narrative about gender? How does this conversation challenge or affirm those thoughts &amp; feelings?</p>

<b>21-Day Equity Challenge:</b>	Day 6
---------------------------------	-------

	<p><b><i>How comfortable are you with non-traditional gender roles in childhood?</i></b></p> <p>Traditionally, clothes and accessories for young children have been heavily marketed to specific genders. Clothes marketed towards boys often have animals like dinosaurs on them while girls clothes are typically designed with flowers, rainbows, or sparkles. So what happens when a boy wants to wear clothes with sparkles? Check out this <a href="#">read aloud video</a> of <i>Sparkle Boy</i> by Leslèa Newman with your child. Afterwards, ask them what they think about boys wearing things like skirts and glitter. Did their response surprise you? If they expressed that boys shouldn't wear those things, ask them why they feel that way.</p>
--	--

<b>21-Day Equity Challenge:</b>	<p>Day 7</p>
	<p><b><i>Racial disparities in NYC pre-k programs</i></b></p> <p><i>“The question is not whether we can afford to invest in every child, it’s whether we can afford not to.” - Marian Wright Edelman</i></p> <p>In recent years, Mayor De Blasio has allocated a huge amount of resources to closing the gap in early learning between white communities and communities of color. Despite this effort, recent data shows that preschools serving mainly white children continue to improve in quality while preschools with a predominantly Black or Latinx population have largely declined or remained static in quality. Read <a href="#">this article</a> on the topic and have a dialogue about it with at least one other person.</p>

<b>21-Day Equity Challenge:</b>	<p>Day 8</p>
	<p><b><i>Can you be poor and still have white privilege?</i></b></p> <p><i>“If you can convince the lowest white man he’s better than the best colored man, he won’t notice you’re picking his pocket. Give him somebody to look down on, and he’ll empty his pockets for you.” - Lyndon B. Johnson</i></p> <p>Role Playing is a powerful tool in an antiracist toolbox. Remember, muscles get stronger when we use them. Read <a href="#">this</a> then practice explaining white privilege to someone who plays the role of a skeptic.</p>

	Notice the feelings that come up. Do your feelings interfere with your ability to explain? If so, how can you grow your emotional capacity?
--	---

<b>21-Day Equity Challenge:</b>	Day 9
	<p><b><i>How are children with different abilities depicted in children's books?</i></b></p> <p>By and large, most children's books do not feature children with different abilities such as children who are deaf, children who are on the autism spectrum or children who have limb differences. By not featuring them in the stories that our children read, we are reinforcing the idea that they are in the margins of society and that we cosign that notion. Listen to Kelsey read "Gracie's Ears" <a href="#">at this link</a>. Discuss with your child afterwards.</p>

<b>21-Day Equity Challenge:</b>	Day 10
	<p><b><i>What does race have to do with immigration?</i></b></p> <p><i>"[The] melting pot never included people of color. Blacks, Chinese, Puerto Ricans, et cetera, could not melt into the pot."</i> - Eduardo Bonilla-Silva</p> <p>Did all or some of your family immigrate to the United States? Can you name the U.S. policies and practices that shaped your family's story? Were you able to become white? If so, when and which privileges did you/your family receive? If not, which privileges were you/your family denied? Listen to <a href="#">this</a> while reflecting.</p>

<b>21-Day Equity Challenge:</b>	Day 11
	<p><b><i>The Science of Melanin</i></b></p> <p>Last week, we introduced the idea of melanin to our kids using a Sesame Street video to spark a discussion. This week, dive deeper into the science behind melanin to further your child's understanding of skin color. Start by explaining that melanin is a part of your body that determines if your skin is darker or lighter. People with darker skin have</p>

	<p>more melanin than those with lighter skin. How much melanin you have in your skin depends on where your ancestors came from. People who came from places that were closest to the equator, and therefore the sun, developed more melanin so that their skin could be protected from the strong sun. Explore where your family is from on a map. Is it closer to the equator or further away? What does your own skin look like? Does it match up with this explanation?</p>
--	--

<b>21-Day Equity Challenge:</b>	Day 12
	<p><b><i>Do you know what ableism is?</i></b></p> <p>Ableism is discrimination or social prejudice against people with different abilities. Although there are laws in place to protect people from this type of discrimination in school and the workplace, many of these instances of prejudice come out in the form of unintentional microaggressions. Read <a href="#">this article</a> to learn more about this topic.</p>

<b>21-Day Equity Challenge:</b>	Day 13
	<p><b><i>Do you expose your children to communities that look different than yours?</i></b></p> <p>It can be easy to stay in your comfort zone by not venturing out past your own neighborhood. However, it's important to expose our kids to places and faces that may not look like theirs. To this end, join us today Coffey Park in Red Hook for an Earth Day Park Cleanup. The event will take place Saturday at 10:00 a.m. We will meet at CHP to walk to Coffey Park to play, hang, and clean. No supplies necessary! Read more about this Brooklyn-wide event <a href="#">here</a>.</p>

<b>21-Day Equity Challenge:</b>	Day 14
	<p><b><i>What is intersectionality?</i></b></p> <p>It can be easy to view different types of oppression as separate issues siloed into their own. The truth is, all types of oppression are intersectional. This means aspects of a person's social and political identities combine to create different modes of discrimination and</p>

	privilege. In order to fully understand a person's identity you must consider how intersectionality affects them. Read <a href="#">this article</a> .
--	---

<b>21-Day Equity Challenge:</b>	Day 15
	<p><b><i>What is your role in the pursuit of life, liberty, and justice for all?</i></b></p> <p><i>“White supremacy is creating an ideal of a society and using the state to enforce it.” - Ravyn Wingz</i></p> <p>Listen to the quiet power of <a href="#">Ravyn Wingz</a> as she reminds us of how long, how creatively, and how peacefully Black people have been fighting white supremacy. What will it take for ALL of us to get life, liberty, and justice? How do you see your role in that struggle?</p>

<b>21-Day Equity Challenge:</b>	Day 16
	<p><b><i>How do you introduce learning differences to your children?</i></b></p> <p>As you all know, our kids often pick up on even the smallest details. It follows then, that it’s not surprising when students become aware of children who learn differently than others. Although it may feel difficult to speak about these learning differences with your kids, by doing so you are instilling in them acceptance and compassion. View <a href="#">this</a> Sesame Street video about Julia, Elmo’s friend who is on the Autism spectrum. Did your child have any questions? How did they react?</p>

<b>21-Day Equity Challenge:</b>	Day 17
	<p><b><i>Are you keeping your world safe from microaggressions?</i></b></p> <p><i>“No matter how confident people from marginalized or underrepresented communities feel about their identities, microaggressions create unsafe spaces and make individuals feel like perpetual outsiders.” - Mira Yang</i></p>

	<p>The most common cause of microaggressions is lack of understanding. The more you learn the less likely you are to commit them. This <a href="#">article</a> covers common microaggressions. Any surprises? Have you spoken or been hurt by any of these? How would you respond if you witnessed a microaggression today? Think about real life as well as social media.</p>
--	--

<p><b>21-Day Equity Challenge:</b></p>	<p>Day 18</p>
	<p><b><i>Do you seek out Black history learning opportunities throughout the year?</i></b></p> <p>It can be easy to fall into the trap of talking about Black history with your kids only during Black History Month. It's important to seek out and expose our kids to the rich history of Black culture throughout the year. Right in our backyard we have the Weeksville Heritage Center, a cultural center dedicated to Weeksville which is one of the largest free Black communities in pre-Civil War America. Have you been to Weeksville? Have you heard of it? Check out their website <a href="#">here</a>. The center hosts several child-friendly events throughout the year.</p>

<p><b>21-Day Equity Challenge:</b></p>	<p>Day 19</p>
	<p><b><i>Do you call out or in?</i></b></p> <p><i>"We can change this culture. Calling-in is simply a call-out done with love. Some corrections can be made privately. Others will necessarily be public, but done with respect."</i> - Loretta Ross</p> <p>"Calling out" is best when something unambiguously wrong has been said. "Calling in" is an invitation for further discussion. Calling in is best when well-meaning people unknowingly say something insensitive. How have you broached the issue when someone has said something harmful? <a href="#">Listen</a> and consider times others have called you out or in.</p>

<p><b>21-Day Equity Challenge:</b></p>	<p>Day 20</p>
	<p><b><i>Do you explicitly communicate the values that your family upholds?</i></b></p>



	<p>You may believe things like Black lives matter and love is love but do you communicate these values to your children? We often believe that our values will be instilled in our children by our actions but it is equally important to talk about why these values are important to your family. Check out this <a href="#">DIY family values chart</a> and create one of your own with your kids.</p>
--	---

<b>21-Day Equity Challenge:</b>	Day 21
	<p><b><i>When and why were “white” people invented?</i></b></p> <p><i>“When the first Africans arrived in Virginia in 1619, there were no ‘white’ people there; nor, according to the colonial records, would there be for another sixty years.” - Theodore W. Allen</i></p> <p>Very few people understand when and why “white” people were invented. Read <a href="#">this article</a> to learn how our current polarized moment traces back to the divide and conquer strategy that led to a subset of people being labeled “white” people. What are the ways people who believe themselves “white” continue to work against their own interests?</p>