

How do I talk to my kids about **Racism**?

Race and racism have never been easy subjects to talk about. Yet, in light of recent events, many parents are looking for resources to help guide them in opening the door to discuss this very sensitive subject. Here's a resource that can be adapted in age-appropriate ways to help guide your family in engaging in these conversations.

A

Acknowledge/Awareness - Acknowledge that racism is real and present, not just a part of the past. Acknowledge the full humanity of every human being but that not all people are treated equally. Acknowledge we all have inherent/unconscious bias which affects us, and our relationships with others. Acknowledge that they may even see it in schools when black and minority students might be treated differently in small ways. Take responsibility to increase your Awareness by listening to others with diverse experiences. If this is the first time approaching the topic apologize that these conversations were not had sooner.

C

Confess/Change - Confess that you may have said or done some things with prejudice or bias at some point, consciously or unconsciously. Your children may have seen or heard you say or do something that could be or be interpreted as racist or biased, be open to discuss it. Get it out in the open and be willing to call it wrong. Talk about what you've learned since then. Be willing to change. Change can't happen if we don't acknowledge that something needs to be changed. This may be out of your comfort zone but if you try remember to keep it age appropriate and avoid oversharing.

T

Two-Way/Thank - This is a Two-Way conversation. Your children may know more about this than you think. Get them engaged to see what their thoughts are. Try to be open and help them express themselves. Thank your children for being willing to listen and talk. Express thankfulness for people throughout history who continue to fight for civil rights, equality and justice. Name those people of the past and the present and learn about them and their stories.

S

Stay/Speak - Stay engaged in conversation with each other and with others. Find ways to get involved in your local community. Perhaps joining or supporting the NAACP or Urban League. Stay committed to resist racism as a person who is not only not racist but anti-racist. **Speak up** when you see or hear something that is a form of racism or oppression. Teach them by example and remember that this can't be a one-time conversation. Stay engaged.

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*This model was adapted from the ACTS model for prayer.