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She serves on many committees including a diversity committee at FSU.

She works with EU law youth Law Center and quality parenting Initiative. For those of you who don't know QP.

I really got its start in Florida and it's an incredible program about elevating voice of both foster parents making sure that people have a place in the table and working towards birth and foster parent connection.

Carol has been in the child welfare system working in the child welfare system for over 27 years.

She is the 2020 professor of the year at FSU College of Social Work in 2018.

She was recognized as one of the ten FSU faculty to receive transformation through teaching award from FSU spiritual life project.

She currently serves as the president of the National Association of Social Workers Florida Chapter.

She's a member of nasw the big thin chapter of National Association of black social workers the Alpha Kappa.

Alpha sorority Incorporated and she serves as a friend and Ally to foster parents everywhere Carol take it away.

Wow, what an awesome introduction I need to send you a check or something.

That was awesome.

I tell you what, it's a beautiful morning.

I'm so grateful to be here with you and just to be asked to be part of this conference.

I'm excited about it.

I am a huge fan of Foster and adoptive parents and birth parents. So parents I think are just awesome.

You know, it's so underrated.

We don't, you know, get any kind of awards from being a parent but there is no job that is more difficult more demanding, but yet so rewarding than being a parent, so I was just very grateful when I was asked to be part of your conference today, and I'm so happy about The topic what a relevant topic that we're going to talk about right now.

So yes feel so feel free.

And then I will I think Laura will help us with the QA and let me know if we have some good questions throughout we can stop and have a conversation to have a dialogue throughout the presentation.

So that's no problem.

Our topic is investing in diversity as a family value.

And you know, I thought about this as a title because I think An atmosphere for celebrating diversity.

The one thing I want you to know is it has to be intentional it doesn't happen.

Casually.

It doesn't happen just by happenstance.

You have to be intentional about embracing diversity as a family value just like other values that you have many of

us in our families.

We have lots of different values things that are important to us and those things tend to be intentional we Focus on them we teach our children like about courtesy so we teach them if you know, they need to say please and they need to say thank you.

That's a family value being courteous to other people.

We may have a family value of for older, you know people it may be that we have to know where you are.

You know, we're all times.

So you have to communicate so communication with each other being honest is a family value.

So just like honesty Integrity those kinds of He's our family values diversity has to be an intentional Family Value.

All right, so our session description we're going to focus on some tools and practices that support diversity as a family value. So I'm talking about some real practical tips things that you can put in place right away appreciating the racial and cultural identity of oneself and others promote positive connections and authentic.

Relationships this is something that my daughters and I talked about a lot.

So when I say it's intentional as a parent, I set out to make this a family value from the very beginning and I think about their friendships now and who their connections are and and how broad their their their connections have have gone for both of them and you know, we talked about this

and they'll say well Mom, how could we help it?

You know the book that we were constantly was called a rainbow of friends.

So they still print that book.

So I will tell you that if my daughter's remember that book and they are 28 and 27 this year.

If they remember that book that book had an impression on them as children.

We read it all the time.

It showed all kinds of kids and different skin tones, but it also showed kids in wheelchairs and it showed kids who had different kinds of other identities and this whole book was about creating a rainbow of friends and how cool that would be and so intentionally we set out to really make that book coming.

To really make that present.

So we made sure that they were in environments where they were able to build that rainbow and to this day that's what their friendships look like all kinds of people from all different places.

So our home always say our home is like a Rainbow Coalition because you just never know who you might find over here, but they all call me Mama e no matter who they are.

All right.

So, do you know that you know research Shows us that as early as Age 2 children begin to take note of the differences in other people and we tend to see this happening as kids are

looking at people and you're very curious, but we don't necessarily think about it in terms of race culture and ethnicity.

We just think they're curious about people but as early as two kids are paying attention to skin tone in particular especially if it is different from themselves as well as language.

They pay attention to language.

They pay attention to hair texture.

So I remember this is something that you know, just kind of always made me smile when I first started out in practice.

I was a marriage and family therapist and I always wanted to be this great clinician and work in my neighborhood back home st.

Petersburg predominately African-American South st.

Pete.

I know that it is changing but that's what I wanted to do.

So I went back home and started working there.

So at that time our agency we were seeing private lot of private clients and then clients also through their Department what I noticed with white families when they would come and I would be there a sign therapist the little kids.

With get closer and closer to me and they will start to like rub my skin or they get really close and try to see what would happen if their skin can rubbed against mine now their parents were of course embarrassed freaking out like, oh my gosh.

I'm so sorry.

What are they doing?

What are you doing?

And I would say no that is a natural part of curiosity and sometimes they would say why are you that color?

Like why aren't your skin brown or why are you and then the parents would just turn red and be so embarrassed and what I was and they would say they never ask those questions at home. They and I said, why would they how would you know, how would you answer the question?

So I said this is their opportunity because they're in this room with a brown person and now they get to ask that question that they've been thinking about.

What I found is that kids were they thought that skin color?

A lot of them think that it that it comes off.

They think that it's I don't know.

It's a like a crayon or paint and it will rub off on their body. So when they when they would come and rub me they were trying to see if it will come off on their hands and on their fingers some kids even think that they're made out of chocolate like my brother when my brother was a toddler.

So my is one of my favorite family stories.

My mother was giving him a bath and he started crying and she said why are you crying what is going on?

And he said you're going to rub all the chocolate off of me. And that is one of her favorite family stories.

So even if you are brown, you still don't know exactly what it means to be a certain color.

So kids have this Natural Curiosity.

Now this is my first thing I want you guys to put in the chat. I want you to put in that chat.

What age do you think you were when you first started to notice that people were different races.

So go ahead and let's put that in the chat and let's see just put the age in there and let's see what happens.

Let's see what those ages are and that cat would be the Q&A just go in and enter your responses just as you have been.

Okay, Carol, you can see if I don't know if you're clicking on it too.

But we've got five.

We've got 4 to 5 5 5 4 4 4 10 5 5 5 6 5 4 5 5 3 3 maybe fourth grade 11 years old six five between four and six five four four to six.

Kitty that comment age here for okay some of I can't remember that far back I'm going okay.

It looks this is the common between four and six a couple of sevens in here but it seems like that's the majority of the responses here.

Yes.

Okay.

So I tell you what what you notice is that oh my God, so there's a wide range.

But but for 6 years old is common.

Yeah, but you saw people that had an older age like fourth grade. I saw that age 11, you know some older so sometimes it depends on your community what schools you went to if

the school was more diverse or if it was more of a segregated school. So it all depends on really your environment.

I have even students now in my classes that say they grew up in especially my wife students are predominately white environment and they didn't go to school with black kids.

All they were like in middle school.

So they knew that there were people of different races because they saw him on TV or you know, you see him a pass but they didn't have really close associations.

So we start to notice.

So that's the main point kids notice and so not discussing it or paying attention to it doesn't make it not an issue or something that I think that's just interesting.

So a lot of times when we think about race and differences Has we tend to think oh, well, we don't want to make people feel different or we don't want to point out differences.

We want to focus on similarities and we just want to be all human race and I'm telling you what I do not believe in the colorblind Theory because it has not served me.

Well at all as a black woman.

I am clearly a black woman and I have to embrace that part of my identity and I don't want to deny that the college

And always makes me feel like I have to not be who I am.

And so when we say everyone's the same, we're really not we are different and unique and amazing and special and that's the message that I think that kids need to hear.

It's just like the photograph that's on this slide.

Those kids are not all the same.

They're all beautiful.

They're all amazing, but they're not the same.

They're shape of their eyes their skin color their hair color.

Hair texture is all beautiful and amazing but it is not the same. And so sometimes when we give kids those messages that we start to deny these early questions that they have they feel like we're not being honest or we're not validating what they see and then they start to question what it is that they're seeing.

So I would suggest that we're really careful about when a when a kid says something about somebody being different.

Be like, oh, yes, they are different.

And so are you what is different about you and that person and then have them start that conversation make it something that's interesting and cool and not something that you want to avoid.

All right.

Let's go to our next slide now valuing diversity and resisting prejudice and discrimination.

So these are some of the tools about how do I build a You in my family for diversity and resist prejudice and discrimination because sometimes those things come from outside sources into your home.

If you're not being really intentional about what it is you're trying to create.

So one of the first steps is to build your library right

making sure that you have resources around and books and things that kids start to see.

In fact, I was just right before we were starting I went to my Bookshelf because I have all of my kids children's books and I already told you about a rainbow of friends, but I have all kinds of books.

I want to tell you that there's a book that I've just purchased and I hope you can see it but it's called just ask.

Alright, so just ask is a book written by Sonia Sotomayor and it's called be different.

Be brave be you.

Now this book my diversity class at FSU.

We actually sponsored a day of diversity at a local elementary school and we purchase that book for all the teachers in the third grade and we had a reading day we read it to every student in third grade on that day and really celebrated diversity. But that is the that is a very new book, but I'm telling you it covers a wide range of differences and it's sort of like the Rainbow of friends but it's a modern-day version. I have all kinds of little books from my library.

Good morning baby.

One of the things that we did very intentionally was to try to build a library that represented what we wanted as a family value. So the books were not just about us as a black family.

So we have books that they could see themselves in the books.

By the way.

Do you know that only 5% Scent of all children's books show

people of color black and brown people.

So when you go to a bookstore, sometimes you have to really hunt for them.

Right?

Sometimes you have to order them and hopefully now with some of the things that are going on.

We're going to see a lot more diverse books, but you might have to intentionally order some of those books but we made sure that we have lots of books around that reflected everyone and not just us, but we wanted to have books that represented the Rainbow, so if I saw a book with a kid in a wheelchair, I made sure I purchase that book if I saw a book.

In fact, one of their favorite books was about a Russian family and about the food stay eight.

And so I wanted them to know about other parts of the world.

So it was really an intentional way to do it music is another thing. That's just a beautiful way to celebrate culture and diversity. And so what if you play some different music around your house that had a Culture that nobody in your house is part of that culture, but it just says we're just exploring.

It's okay to explore differences.

And so just put on something that's a little bit different teaching children to be critical thinkers about prejudice and discrimination is so important, you know, making sure that if a if a kid says something at face value to make them go a little bit deeper and think about it, so if they say something like Well because we're different.

I don't think yeah, I don't think I'm going to have them come over.

I don't think I'm going to play with that kid.

So that's an opportunity instead of scolding to make sure that they can think about it critically to be able to ask them a question back and maybe to say, you know, that's really interesting. Let's talk about what the differences are and then relate it back to how do those differences impact you playing with that kid?

Right.

Does that stop play action?

You think maybe they can do the things that they like to do. They don't like to play with balls or they don't like to do this because they're this way are there that way and you have kids start to think critically like well, maybe not, you know, so you want to get them to think about it instead of just telling them you want them to come to some ideas on their own.

I'm the third thing on this particular graphic is all about responding to kids questions and comments about differences.

Even if you are not sure what to say.

Now a lot of times people think that you know, especially if it's me and social worker or black parent.

I'm going to know what to say all the time.

I'm not going to know what to say all the time.

So for parents who are out there and you say I think I might say the wrong thing.

I think I might say the wrong thing to the thing about it
is we just have to say something.

Okay, you have to say something and even if you say the wrong
thing you can go back and say, you know when we talked about
that yesterday my answer I thought about it later and I think
I want to tell you something a little bit different than
what I said because I thought about it and this is what I
really want to say.

So it helps It's to know that we don't always know the answers
also and you might want to just ask a few questions about
it before answering to get a more clear idea of what it is.

That kids are asking.

Okay, so Laura I'm going to ask can we do a couple of the
questions that are in the Q&A?

Yes, we sure can.

Do you want to start with some that were sent in from the
beginning or do you want to see what questions people might
have from here?

Um either either yeah, I just reviewed all the questions
Carol that were sent in at the beginning before you got started
to write when you were getting started and one things that
a few people had questioned about is how do you answer other
people's questions, you know.

A lot of times we are diverse in our families out in public
and sometimes people don't always use sensitivity when asking
questions in front of our kiddos about why we may be of different
races or that so can you maybe share some insights on how

people can respond in and also how do they help their children understand? You know, why people would ask these questions and be sensitive.

Okay.

All right.

That's a that's a really a good one.

And Laura, is it okay to stop and do it this way or did you rather have me wait till the end for Q&A?

No, I think this is fantastic.

Okay, great - oh, okay great.

So when you're out in public, I mean one of the things that I always think about is seriously, why would you be asking someone a personal question anyway, but besides that how is it that you're going to respond now?

I find that most people are just curious so Approach is you know is typically needs to be keeping that in mind that most people are curious.

However, you know, when that happens in front of the kids it just kind of points out and it's just like puts everything on blast about how different we are so, you know, I would I either would suggest two things one.

I would not respond and you can turn it back around to them.

To a question.

So if they ask you a question, I could say well what an interesting question. How is your family diverse?

Right so it kind of It kind of stops people to think about.

Oh, right.

Number one.

Maybe I shouldn't put kids on the spot a family on the spot like that, you know, but my family may not look as diverse, but you know, there's diversity there too.

So I always respond back to ask the personal question if you ask me a question, so I may answer a question.

Not just depending and then also what you can do is to give a very broad response, but I would not stop in point out everybody's differences.

So I may start and say that we're just so blessed to have such a beautiful family and that would be the end of it.

You know, that's what I would say, you know, we're fortunate just to have so much Beauty and diversity in our family.

It's something that we really celebrate.

But but typically, you know, you don't need to go further than that, you know pointing out how you got to be diverse and who is who and is this really your kid?

And is this their kid those kinds of questions are questions that I would not entertain.

They don't do anything to take care of our kids and to show them that they have a right to be in whatever family there in and they have Maybe long and that they are beautiful.

So I wouldn't point it out.

One of the things that happens.

Sometimes I noticed in families that are fostering if you have birth children and the birth children can match your race and then you have kids that are placed in your home

in foster care and they are of A different race.

So people tend to say oh now I see that these are your children.

How did you get these children?

Did you adopt these children?

So when they try to separate out your children, you know,
the one thing that you don't want to do is divide your children.

So the response needs to be that they are all my children.

They are all my children and that's it.

You know, you don't have to go any further than that and
pointing out.

These are Foster.

These are birth children.

So that's how I respond to that.

You know when that tends to come up in a public setting I

It's a fantastic response Carol.

Another thing that we seem to be getting several questions
on is, you know ways that we as parents can learn more about
different cultures.

For example, one of our caregivers here said she has a daughter
who is of Haitian descent.

Like where can we learn more about those those different
cultures and and basically Date and promote those different
values and different things about their culture.

Okay?

Okay, that's good.

And in fact on some of the slides coming up, we're going
to hit on that a little bit.

But but one of the things it really does start with us as parents, so it doesn't serve me well to tell my daughters to create a rainbow of friends if my friends are on one piece of that rainbow.

I have to have a rainbow of friends also, so as parents it starts with us that you know, we're modeling all the time.

And so how diverse are our friendships, you know, what kinds of books do we read?

We don't want to just have differs children's books.

What about the adult books are rereading books about other kinds of people do we listen to different kinds of music?

I mean who comes to our home I think about growing up and You know during that, you know, I was born well in 1962 which tells you how old I am and but I remember my mother having white friends and I remember them coming to our house.

I remember going to their home.

I remember a couple of families who, you know were Hispanic families that were part of our That we you know that my mother always encouraged kind of a more Global community.

And so and even our church was diverse in our neighborhood.

It was the most diverse Church actually in st. Petersburg at that time.

And so so you have to create that so as parents you've got to Branch out and it starts with the way you develop it is by developing authentic genuine relationship.

Oops, I mean reading books is great watching movies is great.

But there is nothing like having authentic relationships

with diverse people.

That's what creates that sense of community and it's a very natural process then so to get it started though.

You have to reach outside of what might be your comfort zone and start attending events and going to different parts of the community that you may traditionally know.

Not you know connect with and so by that kind of exposure and joining real joining you're able to start meeting new people and forming those those relationships.

So that's how I would respond to that one.

Okay, I'm going to go forward to the next slide.

So now for this one we're keeping on with some of the key points and some of the questions that you asked are going to be covered in these so respond to kids curiosity we talked about that because they may be nonverbal.

So even kids who are non-verbal based on age are based on a developmental challenge either one people still notice differences. So you might want to observe.

When they look a certain way at a person or they kind of give you that glance or that furrowed brow that they're thinking Hmm. There's something different about this, you know, so you want to respond to that Natural Curiosity.

Now, the next one is about modeling the behaviors and attitudes that you want children to develop and so if you are in a situation you have this opportunity to to really respond in a certain way that will model what you want to see take advantage of that opportunity.

It's like the situation in the grocery store when a person is staring at your family, you know, so model for them how you handle that, you know model for them how it is when you interact with someone who's diverse and different and so you want to do it in such a way.

So it says that we value diversity.

We're open to diversity and we're going to respond back to anything anything that is counter to what we believe we are going to respond back which gets us to that next point do not let racist or prejudiced remarks go by without intervening if you are silent you participate in what was just said now, I want to tell you how you handle this in a family.

Because sometimes Grandma Grandpa Uncle Aunt Whoever has some very different ideas about diversity then you may have well, these are family relationships that you cherish their there is no need to have Grandma feel like, you know, Grandma's the worst person in the world because her exposure has been so limited that she hasn't had an opportunity.

Ready to learn to Value diversity.

So instead of chastising Grandma you want to try to bring Grandma along but you have to respond.

So we have to be able to say to family members.

Oh that comment that you just made that really doesn't fit with what we've been talking about at home.

Let's tell you what we've been talking about about diversity.

And you know, let me tell you something that we just learned, you know.

We just went to this exam and we learned this or you know,
this is something that the kids have been really excited
about, you know, the differences in people and that's something
that we really value right?

So you keep the you keep the focus on you.

So you make family statements you make I statements.

I don't agree with that.

I don't support that.

I love you.

I respect you, but I disagree.

All right, so it's owning it.

It's stopping that part of the conversation because your
children if they are listening and they see that you don't
respond then all of the work that we're doing to try to create
diversity as a family value doesn't have much meaning if
it's only when it's easy or convenient.

So there is a loving way to respond to people that you care
about and love but we have to respond.

All right, that that is a question that gets asked a lot.

How do you handle that in a family?

I'm also you know you want to try to create opportunities
for kids to interact.

So I shared the story about my mom, you know, having diverse
friends and creating those opportunities and I know that
part of that was very intentional or her part and you know,
so I would go you know, she say okay we're going to go to
this home or you're going to be a part of this group.

So one of the things that I know that that my sister and I experienced was being a part of some social groups that were different from who we are racially so we would be signed up to attend some camp for you know, a troop or girl scouts or whatever that exposed us to kids that were very different from who we are so my mother intentionally selected groups in other parts of town in the community that we did.

In live in and knows and that's how I got to know a lot of people, you know that we're very diverse.

So intentionally setting that up and having your kids participate with other kids in Social kinds of activities is is another way to do it.

That's really important.

All right.

And then this is the last slide that gives these very specific points. So the first one on this one is to promote learning and valuing family traditions from other cultures.

So I'm going to I'm going to steal something from a family that I know and this is a family that lives in a rural part of North Florida 90, probably 95% black rural community and they decided as a Family, they wanted to Value different cultures. So what they decided to do, this is a black family almost everybody in this town is black.

So what they do is once a month they have they have a international they called it dinner night and they say they represent a culture from another place and that means that all the kids have to read something about it the family all they cook

that kind of Food they all get together and I'm telling you when I say rural this is a very rural community but once a month, they celebrate diversity with these International dinners. They decorate the table the kids tell about what they learned about that culture, you know, and they prepare all these different foods and they have this celebration and they started during the holidays leading up to Christmas. They have a week.

They called it the family International week and every day that we they do a cultural dinner every night with all of the family members and and that is a tradition that they started and I'm telling you there's nowhere in that community that they're hearing anything much about diversity, but they decided as a family that they wanted to do it.

So that's just an idea tip that some people may want to do diversify your friendships and encourage your kids to do the same.

My talked about that so I want you right now to think about it. Think about who your your friends are.

Think about your circle.

Now when I say friends, I'm not talking about co-workers unless they are real friends outside of work.

So I want you to think about just for a moment how diverse our your friendships And I want you to think specifically about race language right things that you know, of course, we're all diverse, but I mean things that around race and language and cultural differences.

So I want you to just think about it for a minute how diverse are your close friendships and if they are not as diverse as you I'd like now that you thought about it.

I want you to think about if you need to broaden your circle.

So I want you to put that in the QA.

So people in the Q&A, I want you to say if your friendships are very diverse or if you need to spice it up a little bit.

I want you guys to write that in there.

Do you need to spice it up or are they very diverse right now? So let's see.

I like that.

Somebody says spice it up.

I love it.

I love it.

I'm always trying to spice mine up.

All right.

Yeah spice it up.

I like it.

Okay, it looks like we're going to be getting a little spicy around here soon.

I'm telling you guys.

This is something that we can do and you know, it can start just with very simple things.

Very simple things just starting to get to know different families and being part of different different cultural communities.

So yeah, so we all can spice it up a little bit.

Alright, thank you for responding to that.

You guys really got in there and put in put in some good good. Honest feedback.

I saw more spice it up than it's already very diverse.

So that tells you that wherever you are in it, that's where you are and you just start there to start to build build on some of those those relationships.

Alright, the next next point.

I have to watch our time be mindful of time.

All right.

Remember that kids questions is a way for them to gather information. They don't usually stem from bias or Prejudice.

So when your kid Kids ask a question, you know let the question flow if they want to ask a brown person a black person about what it means to be black or brown be proud of them for that.

I used to always tell parents.

You know, what back down.

That's a great question.

I'm so glad they asked me that question.

It makes me feel like they feel comfortable enough with me to ask me the question.

So let them ask the questions.

I think that's really important to keep in mind.

And then the last point on here is Um discuss with other families ideas for how to respond to kids questions.

So as you start to build those really diverse relationships with others, that's that's part of your community your circle ask people.

You know, how would you respond to that?

You know, help me out with trying to think through you know, how I might do that what Claire, you know, just help to clarify how I'm responding and giving giving you some feedback.

All right.

Okay, let's go on and then on these it's just a couple of key points in the early years and this is I want you to think about developmentally so ages 0 to 6.

So think about 0 to 6 years old.

This is like going to kindergarten age went to the first grade and those early years.

This is your task around diversity laying a positive groundwork for addressing Hate by cultivating the opposite.

026 you want to build an atmosphere of compassion and tolerance in kids because kids don't come into the world with a biased view of other people.

They come in with Natural Curiosity.

So at this stage you want to just build that compassion when you see people that are different you want them to see you reaching out to those people including those people kind of celebrate kind of letting kids know very early on.

That this is safe.

This is good.

This is a good thing.

So they're hearing all those messages right about people.

So that's it.

You're not having long conversations about racism.

But you're just acknowledging and creating that sense of compassion. All right, six to eight years old.

This is when you start discussing hate explicitly write it doesn't have to be like a research.

Hulk but it needs to be intentional this is when you start sitting down and talking about this is a value we have as a family because kids can reason and rationalize by that time it doesn't have to be extremely formal but it has to be direct they have to get direct messages kids.

Can then articulate their feelings.

Let them be the guide and how much they're ready to talk about it.

Don't overdo it.

Keep it simple.

I'll keep it brief, but keep it focused.

Nine to eleven at this age the children start to pick up on biased views among those that they know and they love so this is when you're tuned in the conversations when they're at family gatherings kids are paying attention to what other people are saying family gatherings parties friendship groups around school kids are really being exposed a lot more.

This is when this is the most critical stage, Age when kids start to pick up on a lot of hate messages, it's right at this stage.

So you want to address any kind of disparities what that they hear especially among people that they love family members.

So you want to be able to address those head-on, but you

also want to start getting them to really talk about what they're hearing from their peers and others around race and differences. Now the teenage years, this is the fun time. You know, this is when you're working on your sense of identity.

What are they value laying the foundation for who they are?

You know what they believe what they are seeing they called us the Tipping Point of this whole conversation around race.

This is when honestly a lot of kids start to be recruiting recruited by hate organizations in teenage years.

There's a big campaign going on on high school campuses now white supremacy and trying to Get teens new members.

There was a white dad on NPR recently that I was listening to and he said, you know, he this we didn't have racist views in our home, but we didn't intentionally talk about race and he said so he just thought his kid was fair to everybody and he happened to go in his room to find something and he saw pamphlets from white supremacy organizations that had been recruiting at his school and his kid.

I was researching and starting to read this.

He said he had no idea what he was shocked about this and then he's so his message was two white parents to say.

Yeah, you got to pay attention.

This is something that is happening.

Also if your parenting black kids in particular round kids as well you want to know that this is when they're starting to hear a lot about their identity that is not positive.

So they're starting to even though they Heard little things

earlier now is when they start to feel it.

They feel the the rub the burners it that what it feels like to be either excluded from certain things are targeted in certain ways.

If you have a black male teen right now on my gosh they you know, this is not it is not an easy Road at all.

We've got to be very protective of them.

We've got to have those Conversations and they have to know how to survive so important right now that we not gloss over conversations with them because we need them to come home every day.

Foster parents.

This is just a slide that you know, when your parents and kids have different races part of our responsibility is to help kids to find themselves as members of their own group in to feel proud about who they are.

All right.

I am winding down and this is I believe my last slide and so this is about current guidelines racism and Injustice, but this is for right now with everything that's going on in this country, right?

How is so important at every family is clear about what you believe about what you value around race and equality being available for conversations resist getting sidetracked.

These are things that get you off course, if you feel yourself getting defensive, are you feel denial or anger or guilt?

Because that runs the gamut of all Races whether you're white

or black or brown you feel one of those things when you're feeling that way you're not able to listen.

And you're not able to respond in the best possible way you want to develop a family action steps to take.

You know, I think this is a great time for families to develop, you know, make it fun make it like a family anti-racism plan like to say, okay we're going to do something really fun.

We're going to get Super Creative make posters make whatever we're going to put together like this is our game plan with this is how we're going to do it make it fun.

Everything does not have to be so serious and intense all the time limit the amount of sensationalize TV.

Social media because some of that is so traumatizing.

You just don't want to be playing that over and over and over again kids need to know what's going on, but we don't need to see it constantly take notice of authentic signs of Positive Growth and change when you see positive things happening also remind your kids of those things and remind yourself of those things pay attention to good news without downplaying the other events because there is a lot of progress happening at the same time.

Resist colorblind analogies and expressions and then this is the one thing I wanted to end with remember that skin color is a beautiful part of a person's identity.

We don't want to have to downplay that at all.

We want to celebrate it recognized that beauty that is in every single skin tone.

All right.

So these are just some of the ways that you can build diversity
as a real core values.

Your family, but remember this can be a fun thing.

It was fun in my household and it can be funny yours.

Yes.

Thank you Carol so much.

I've seen you present so many times and I usually think that

I want to be you when I grow up and and now I'm really thinking

I just think that I want to come live with you.

So if you have room in the home, I'm on my way.