

**Building Beyond Anti-Bias Education: Centering Justice in Early Childhood Practice**

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**Black Lives Matter Acknowledgement**

We would like to acknowledge the lives of Black people and recognize the ongoing violence produced by the legacy of racialized slavery and oppression. Additionally, we would like to honor their struggle against institutions which have been complicit in the erasures of history and continue to benefit from and perpetuate processes that adversely affect Black people.

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## Brave Space

- Move up or move back (take space or make space)
- Speak honestly and your truth
- Center Black, Indigenous, womxn, and non-binary voices and experiences
- Do what you need to do to stay engaged
- What's said here stays here (confidentiality)
- What's learned here leaves here
- Assume positive intent; assume responsibility for impact
- Expect non closure and messiness

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## Invitation

- How do we define whiteness?
- How does whiteness show up in ECE?
- What are some ways to shift thinking toward anti-racist pedagogy and practice?

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Gracious Space 

Zoom poll:

- I am most inspired by \_\_\_\_\_.

(maximum 200 characters)

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Gracious Space 

Zoom poll:

- You started a new job, and a colleague refused to let you try a new approach insisting that "this is not how we do things here."

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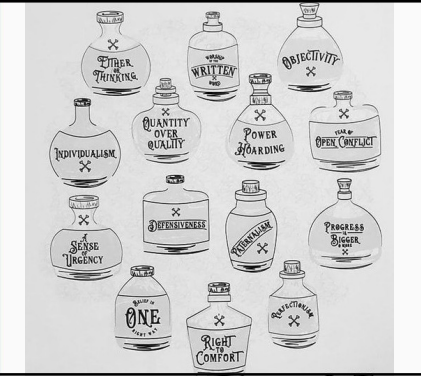
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Whiteness

Ideology that upholds specific Western cultural behaviors as natural and superior

Not referring to skin color




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Mt. Rainier

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Representation

**2024 CCBC Diversity Statistics: PRIMARY CHARACTER/SUBJECT**  
Race/Ethnicity, Disability, LGBTQ, Religion

6%	Same gender love story or romance
13%	Black/African
6%	Latino
16%	White
5%	LGBTQ
3%	Asian
0.2%	Pacific Islander
28%	Other*
9%	Disability
5%	Minority (non-Christian) religion
0.7%	Arab
7%	Indigenous
7%	BIPOC (unspecified or non-specified character)
14%	Subject OR no primary character/subject

37% of 2019 teen books received have at least one BIPOC primary character (fiction) or theme subject (non-fiction).  
Individual books with multiple primary characters/subjects or primary characters/subjects with multiracial or intersectional identities will be counted in all applicable categories. Percentages are not mutually exclusive and cannot be combined to equal 100% of the total.  
\*Other includes characters/subjects who are not specified by race/ethnicity, gender, or sexual orientation.

CCBC  
Please see our full 2024 report for more detailed findings, and to address the needs of our diverse community. The next report will include findings on the needs of our diverse community.

Last updated: 03/10/2025  
\*Other is not counted for intersectional characters to help avoid double-counting. BIPOC is included as well.  
\*Disability includes physical, cognitive, mental, and psychiatric disabilities.  
12% Jewish, 2% Muslim, 0.8% other minority religion (Black, Indigenous, and People of Color)

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Gracious Space

Zoom poll:

- Communication with dual language/multilingual families is limited or only in writing and when written, it is not culturally contextualized; materials are directly translated from English

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Language



“All instruction is culturally responsive. The question is: to which culture is it currently oriented?”

Gloria Ladson-Billings (2020)

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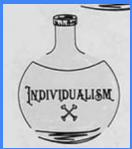
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Tradition



“I know I’ve felt like it has taken courage to be open about how I would like to be more traditionally feminine, because I feel like people will think I’m a letdown or that I’ll never be a good role model to girls because I don’t want to be a CEO, or president, or any role that is typically filled by males. I wish that all women would be allowed to be themselves without calling it discrimination when they aren’t tradition breakers.”

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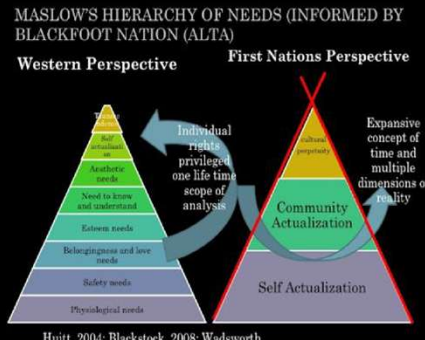
Compliance

False promise of if you change how you speak or behave, you will deserve the rights and safety enjoyed with no effort by privileged.



MASLOW'S HIERARCHY OF NEEDS (INFORMED BY BLACKFOOT NATION (ALTA))

Western Perspective      First Nations Perspective



Individual rights privileged one life time scope of analysis

Community Actualization

Expansive concept of time and multiple dimensions of reality

Self Actualization

Huitt, 2004; Blackstock, 2008; Wadsworth.

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Gracious Space 

Zoom poll:

- Competing for resources based on leadership and administration preferences

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Competition





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Fear of Conflict



You can choose courage or you can choose comfort. You cannot have both.

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BRENÉ BROWN

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*“There must exist a paradigm, a practical model for social change that includes an understanding of ways to transform consciousness that are linked to efforts to transform structures.”*

— bell hooks

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Challenge



Created by Lullaby Media  
from Nour Project

Zoom poll:

- How will you apply what you have learned or (un)learned to disrupt whiteness within your practice?

(maximum 500 characters)

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## Anti-racist spaces

Programs that take intentional action against racist behaviors, practices, policies and beliefs.



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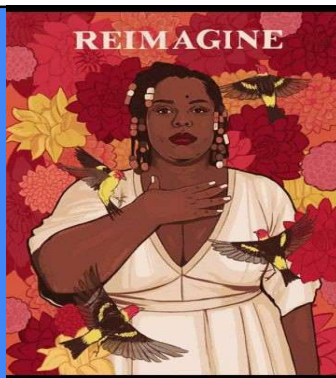
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### Contact us:

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