

Consolidated Notes from Fourth Universalist's Anti-Racist Parenting Webinar – 6/4/20

- Racist attitudes are solidified by 5 years old, anti-Blackness is internalized by all races by age 3
- What we decline to discuss with our children will become objects of fixation – explore them instead
- Acknowledge that racism is something we're all capable of – even if it's in subtle or unconscious ways
- Disentangling whiteness/colonial mindsets from our frameworks is a lifelong undertaking
- “Be a vulnerable and transparent work in progress.”
- The home is the micro-community and our kids' model for the larger community. Anti-racism starts at home. Model the values you want to see.
- Allow and challenge yourself to yield power in parenting and in situations that challenge you to decenter yourself as a white person.
- Antiracism is not something we are, it is something we do.
- In the past, there have been “parenting styles” – modern parents have many unique “parenting opportunities” that weren't possible in past generations
- Allow and encourage kids to question everything (even when it can be irritating) and engage in critical thinking and research
- “It is uncomfortable. Be uncomfortable. Imagine having to live in it.”
- Our kids notice everything we do, even when we don't think they're paying attention. What are we showing them?
- All of the phobias, all of the -isms, need to be unpacked. Consider intersecting marginalized identities and how they compound oppression.
- Diversify media in the home. Have “normal” books that represent diverse groups, not just “crisis” stories about slavery, the civil rights movement, etc.
- Its ok if you don't know what to say.
- Let your kids feel the weight and pain of it, even though it can be excruciating for you too. Reality is excruciating sometimes, and they need to feel it as much as they can to understand why it can't be allowed to continue.
 - “We can't ice cream this away – we need to feel this.”
 - “Don't comfort away the hurt – it should hurt.”
- Ask yourself if whiteness is being affirmed or challenged. Is the white experience being centered? How can that be changed?
- White guilt -> white denial -> shallow multiculturalism, tokenism, ‘woke Olympics,’
- Let go of being “one of the good white people.” Just do the work without proclaiming your goodness or allyship.
 - *Ally* is not a title that anyone can give themselves. That title can only be given by the group one is striving to be an ally to. It's not one-size-fits-all, and it's not a lifetime membership. One must work constantly to be an ally, and also to dismantle systems which create oppression and thereby the need for allyship.
- “If you expect to have these conversations perfectly, you won't have them at all.”
 - The need for certainty is very white, as is the need for perfection, social decorum, etc.
- Anti-racism is like enlightenment – if you have to say you're there, you're not.