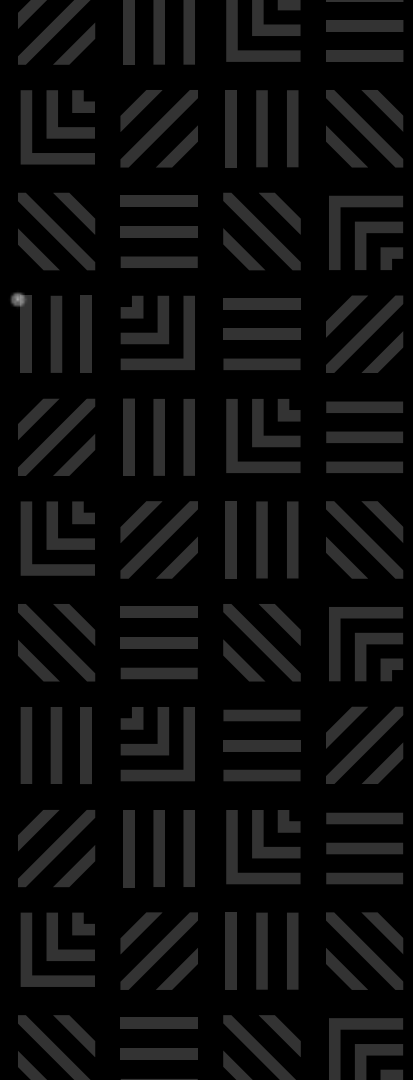




# Big Brothers Big Sisters

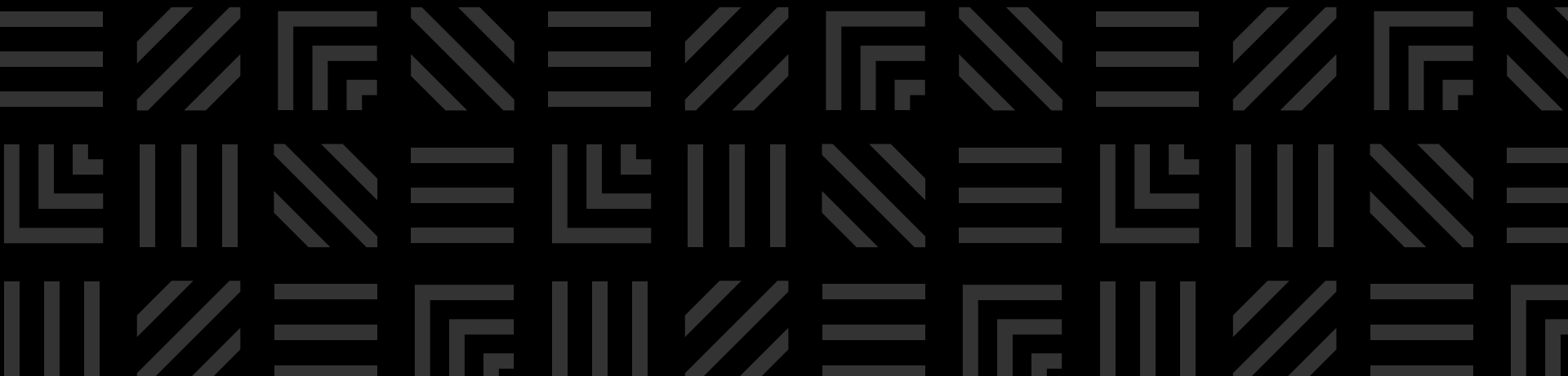
OF WASHTENAW COUNTY



## Big Success

Navigating Conversations  
about Race and Racism

# Welcome!



# Big Success!

---

## Agenda

- Review Meeting Ground Rules
- Introduction
- Talking to Your Little's Parent/Guardian
- Talking to Your Little
- Self-Care
- Wrap Up
- Slides, survey and resources set out (TLE)



# Meeting Rules

---

- Mute yourself if not talking
- Use the chat to introduce yourself!
- Be engaged, share with others and be open
- Be respectful of others/nonjudgmental



# Before We Get Started

---

- Safe Space to learn from each other
- We are a learning community
- Take a mental break or deep breath if needed
- Be patient with yourself and others



# Being an Adult Ally

---

## ○ Define Your Role

- What is your role as an ally? Do you and your Little share similar backgrounds?

## ○ Do your homework

- Engage in learning opportunities about systemic and local issues

## ○ Know yourself

- Be aware of your feelings, explore your own unconscious bias



# Summaries

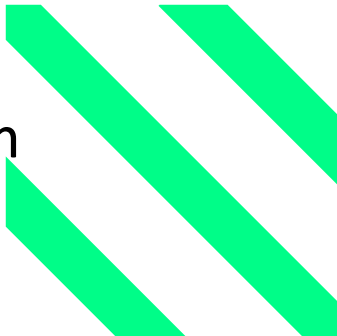
---

- Intent vs. Impact Summary
- George Floyd, Racism and Law Enforcement
- The myth of race, debunked in 3 minutes



# How does this Impact Youth?

---

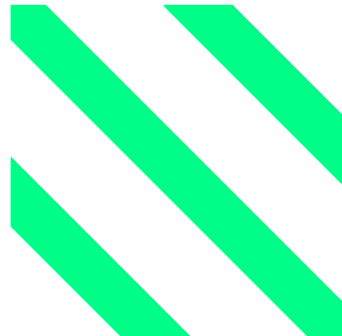
- Some youth will be more impacted than others
  - This may depend on their racial/ethnic identity
  - This may also depend on how their family addresses these events and how much exposure to media they have
  - Some may want to talk and others might not
  - Pay attention to how they are doing and as always-**look for changes in their patterns of behavior**
  - Stress, anxiety, depression, frustration, or hope, activism
- 



# Talking to Your Little's Parent/Guardian

---


- Before talking to your Little it is important to touch base with their P/G
- Be respectful of how their family addresses current events
- Keep in mind that some families are going to be more impacted than others or impacted in different ways



# Talking to Your Little's Parent/Guardian

---

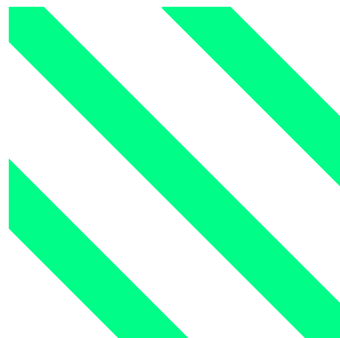
## Sample Discussion Questions:

- How has your family been doing with everything that is going on?
  - How much do you think my Little knows about race and racism?
  - How aware are they about the protests against police brutality?
  - How much do you think Little know about the murder of George Floyd?
  - How much exposure do you think they have to violence via social media or the news?
  - Do they ask you questions?
  - How would you like me to respond if they ask me questions?
  - How would you like me to touch base with you if this does come up?
  - Is text message okay, or should we plan a call?
- 

# Talking to Your Little about Race and Racism

---

- Acknowledge what's going on
- Create a safe space
- Be direct, clear and factual
- Avoid harmful messages (intent vs impact)
- Encourage questions, but don't get upset if you don't know the answer



# Talking to Your Little about Race and Racism

---

- Meet your Little where they are at
- Be calm, but share your feelings
- Use “I” statements
- Ask safety questions
- Give it time
- Use your resources
- Dedicate time for self-care



# Discussion Questions



# Discussion Questions

---

1. Has anyone talked with their Little/Little's family already regarding this subject matter? If so, how did the conversation go?



# Discussion Questions

---

2. Is there anything in particular that you need from staff or the agency to support you regarding this subject/ what supports do you want/need?



# Discussion Questions

---

3. Is there anything that makes you feel nervous about having these conversations?





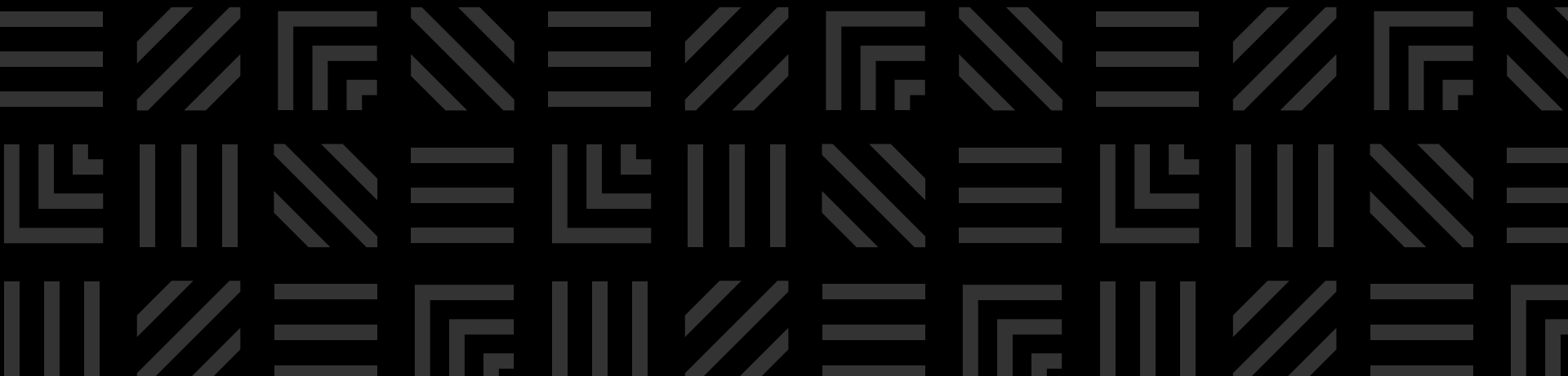
# Self-Care Techniques

---

- Use the chat-
- What self-care techniques have been working for you?



# BBBS Website



THANK  
YOU



# Sources

---

- <https://www.adl.org/education/resources/tools-and-strategies/george-floyd-racism-and-law-enforcement-in-english-and-en>
- <https://www.mentoring.org/new-site/wp-content/uploads/2015/09/JPMC-Trauma-Resource.pdf>
- <https://www.youtube.com/watch?v=VnfKgffCZ7U&feature=youtu.be>
- <https://childmind.org/article/racism-and-violence-how-to-help-kids-handle-the-news/>

