

**Acting on Teachable Moments:
Guiding Young People in
Polarizing Times**




Ilsa Marie Govan
CulturesConnecting.com



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CULTIVATING OUR VIRTUAL COMMUNITY



- Turn on video if you can
- Closed Captions
- Change name Right click or "... " in upper right of your image
 - Add pronouns
- Hide self-view option
- Make text larger: Command +
- Using chat to show support or connect
- All are welcome!

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Developing Understanding of Racial Constructs

6-18 months
Notice differences and recognize who looks like them


2-4 years
Curious, absorb stereotypes, seek labels

5-8 years
Concrete thinking, understand multiple identities, learn stereotypes about self

9-10 years
Attitudes solidify unless challenged to think differently

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When Young People are Upset



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    graph TD
      A[Regulate yourself] --- B[Provide comfort]
      C[Explore feelings] --- D[Share your feelings]
      E[Talk about next steps]
      A --- C
      B --- D
      C --- E
      D --- E
  
```

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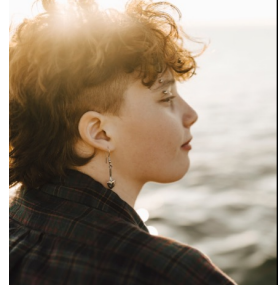


**Early
Often
With Increasing Complexity**

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When Young People have Questions...


- ✓ You don't have to be profound
- ✓ You don't have to be perfect
- ✓ You don't have to have all the answers
- ✓ You don't have to respond immediately
- ✓ Don't shame them



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When Young People have Questions

- ✓ Find out what they already think, know, or think they know.
- ✓ Follow their lead.
- ✓ Learn together.



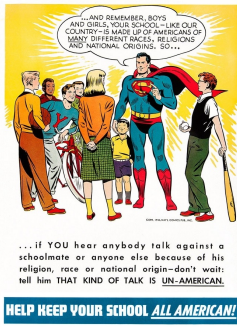
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Acting on Teachable Moments

- ✓ Take it seriously.
- ✓ Regulate yourself.
- ✓ Do something.



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When Young People Cause Harm

- ✓ Connect with the person harmed.
- ✓ Affirm identity and belonging.
- ✓ Question, question, question.

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Develop their Empathy


- Have you ever experienced someone treating you badly because of something that is different about you?
- What did that feel like?
- What happens when we don't treat people with kindness?
- Why might someone be upset by that comment?
- How do you think their family feels?



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Establish Non-Negotiables

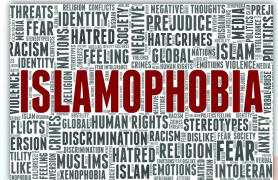
- Everyone belongs here.
- Citizenship does not determine worth.
- Identity is not criminal.
- We do not dehumanize people.



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Counter Stereotypes

- That comes from an idea people invented — it's a stereotype, not a fact.
- Do you know the history of that word?
- What are positive things you know about immigrant communities?



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Explore Solutions

- ✓ How should we treat people?
- ✓ Why is it important to treat people (whatever they say)?
- ✓ What needs to happen to restore our community?
- ✓ What could that look like?



"How do we hold people accountable for wrongdoing and yet at the same time remain in touch with their humanity enough to believe their capacity to be transformed?" bell hooks

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Breathe by Lynn Ungar

Breathe, said the wind

How can I breathe at a time like this, when the air is full of the smoke of burning tires, burning lives?

Just breathe, the wind insisted.

Easy for you to say, if the weight of injustice is not wrapped around your throat, cutting off all air.

I need you to breathe.

I need you to breathe.

Don't tell me to be calm when there are so many reasons to be angry, so much cause for despair!

I didn't say to be calm, said the wind, I said to breathe.

We're going to need a lot of air to make this hurricane together.

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- [Inside Out: The Equity Leader's Guide to Undoing Institutional Racism](#) Caprice Hollins
- [What's Up with White Women](#) Issa Gowan and Tilman Smith
- [What White People Can Do To Move Race Conversations Forward](#) Caprice Hollins TEDx Talk
- [Mailing List](#) Cultures Connecting



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