

Ideas and Resources for Families: Diversity, Inclusion, and Anti-Bias

Our Bright Horizons Early Learning Approach

At **Bright Horizons**[®] we are passionate about building classroom communities where every family feels safe, and valued, and every child has a voice. We know that treating others with kindness, respect, and dignity is the right thing to do, and we believe it's a way of living that creates a broader, richer, more meaningful life. In our classrooms, we approach diversity and inclusion through:

- ▶ Adult modeling and example.
- ▶ Using our *Empathy Guide* and social-emotional curriculum, *Caring Matters*, to teach compassion, kindness, social skills, and perspective-taking.
- ▶ Using our *Toward a Better World* curriculum to teach citizenship, inclusion, stewardship, fairness and equity, and contributing to a community.
- ▶ Recognizing meaningful traditions, holidays, and celebrations that are respectful, authentic, and offer all families a sense of belonging.
- ▶ Creating environments that reflect the diverse interests and cultures of our center community.
- ▶ Continually evaluating our classroom resources, including books and materials.
- ▶ Celebrating what makes us different and what makes us alike.

What Families Can Do

Parents sometimes wonder what they can do at home. Young children learn from our modeling and their environment and experiences. For example, if they see you learning about other people and cultures, this is an influential experience. Having toys that reflect diverse cultures, reading books with diverse characters, and ensuring celebrations aren't superficial may all seem like small things, but they make a big difference. We often unintentionally perpetuate bias by keeping children's world homogeneous.

When reading books with your children, try to consider each character's perspective. Get to know them by asking children things like, "What do you think she's thinking about?" and "What will he do next?"

A Selection of Children's Books Celebrating Diversity

- ▶ [Flower Garden](#) by Eve Bunting (Ages 4-7)
- ▶ [Martin's Big Words: The Life of Dr. Martin Luther King, Jr.](#) by Doreen Rappaport (Ages 6-8)
- ▶ [Mr. George Baker](#) by Amy Hest (Ages 5-8)
- ▶ [My Family Plays Music](#) by Judy Cox (Ages 4-8)
- ▶ [Pet Show!](#) by Ezra Jack Keats (Ages 3-7)
- ▶ [The Snowy Day](#) by Ezra Jack Keats (Ages 2-5)

You can choose to read books about historical events or figures, but that may not be developmentally appropriate for younger children. Use your judgement for your own child, but consider what they need rather than using your emotion to guide the decision.

Be ready to answer questions, but be mindful of their developmental readiness for nuanced conversations. Young children are exploring identity, learning about others, and making sense of the world. This is no easy task. Children may ask uncomfortable questions, but they are just trying to figure things out. Learn more by responding to children's questions with your own questions, such as: "What do you think?" or "What have you heard?" to help you shape your answers.

We have gathered some additional resources that we hope will help you.

Bright Horizons Resources

- ▶ [Teaching Tolerance and Empathy to Children](#)
- ▶ [Teaching Children about Diversity](#)
- ▶ [Talking to Children about Tragedy](#)
- ▶ [World at Home](#)

Other Resources

- ▶ Common Sense Media:
 - [How to Talk with Kids About Racism and Racial Violence](#)
 - [Resources About Race & Racism](#)
- ▶ [Doing Good Together: Tools to Raise an Anti-Racist Generation](#)
- ▶ [Social Justice Books: Guide for Selecting Anti-Bias Children's Books](#)
- ▶ [American Psychological Association](#)
- ▶ [Embrace Race](#)
- ▶ [Teaching Tolerance: Beyond the Golden Rule](#)
- ▶ [CNN and Sesame Street Town Hall: Coming Together - Standing Up to Racism](#)
- ▶ [Anti-Defamation League: Early Childhood Resources](#)

