



# ***THE JOURNEY OF TRANSRACIAL PARENTING and becoming a Multicultural Family***

This **Transracial Parenting Guidebook** has been created to help parents and children in transracial homes learn how to thrive in and celebrate their multicultural families; and for children to gain a strong sense of racial identity and cultural connection.



**Dane County Department of Human Services  
Out-of-Home Care Unit**

# ***The Journey of Transracial Parenting***

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## Foreword – Tara Jackson

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When I was in sixth grade, I learned that “the children are our future”. I was like, “I am the future”, I took this job of future stuff seriously. I was only 11 years old and just stopped believing in Santa Claus two years earlier. Now fast forward 14 years later, I am 24 years old and I am 6 months pregnant. I heard the song “The Greatest Love of all” and realized that it was reminding the adults that “The children are our future. Teach them well and let them lead the way, show them all the beauty they possess inside. Give them a sense of pride to make it easier”.

I have been a foster parent for over 15 years, and I feel an extraordinary sense of satisfaction in helping all the young ladies in my home see the beauty they possess inside. I want them to have a sense of pride and racial identity.

This guide will help the reader to understand the importance of children maintaining connections to their race and culture, helpful hints, links, and stories about other transracial parents' journeys. Children are our future, and it is our responsibility to help them cultivate a healthy racial identity.

Enjoy your journey!

Tara Jackson, Dane County Foster Parent



## Introduction to the Journey of Transracial Parenting

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***The Dane County Out-of-Home Care Unit acknowledges the historical and current harm that has been caused by the foster care system to communities of color, in particular Indigenous and Black families. The possibility that harm can result from the decisions made by the Unit requires that all staff operate from an Anti-Racist framework that works to dismantle the systemic racism that continues to contribute to this harm. We also acknowledge the racial disparity that is present for our foster children and youth, and we will continue to address these disparities on an ongoing basis.***

According to transracial adoption expert Joseph Crumbley, all foster children, whether in a transracial placement or not, worry **“Will I be accepted in this home, even if I am from a different (biological) family?”**

Children in transracial homes also worry **“Will I be accepted even if I’m from a different race?”**

### **Vision:**

All children who are placed in out-of-home care will have their physical, emotional and cultural needs met. All out-of-home care providers and the social workers that support them will acknowledge and honor the specific physical, emotional and cultural needs of all children in placement.

### **Mission:**

Provide self-assessment, education, training and support to out-of-home care providers to ensure culturally responsive care to all children in out of home care.

This guidebook will help you understand the importance of race and culture for your family; and share helpful hints, parenting tips and resources for you on the culturally rich journey of Transracial Parenting. Building your foster child’s sense of racial identity, connecting your foster child to his or her culture and race, and preparing your foster child to deal with discrimination are important and often intimidating parenting tasks. It is okay to be uncomfortable.

Self-Assessment and knowledge are keys to helping you navigate the path of transracial parenting effectively. Ask questions, seek information, and forge through the discomfort and anxiety. This is an exciting and eye-opening journey, full of ups and downs, full of laughter, and full of heart-warming experiences.

Parenting a child of another race and creating a multicultural home environment will be the foundation for success in your family.



## As a Transracial Parent, have you ever asked yourself the following questions?

- *How can I prepare my foster child for the impending discrimination they will experience because they are Black?*
- *How can I prepare my family to experience racism now that we are a Transracial family?*
- *Am I doing enough to help my Black foster child feel a sense of belonging in our family?*
- *Am I doing enough to help my Native American foster child connect with their heritage?*
- *How can I better connect my Latino foster child to his culture and his racial roots?*
- *What do I need to do to meet my Asian foster child's need around race and culture?*
- *How can I advocate for multicultural educational materials in the schools?*

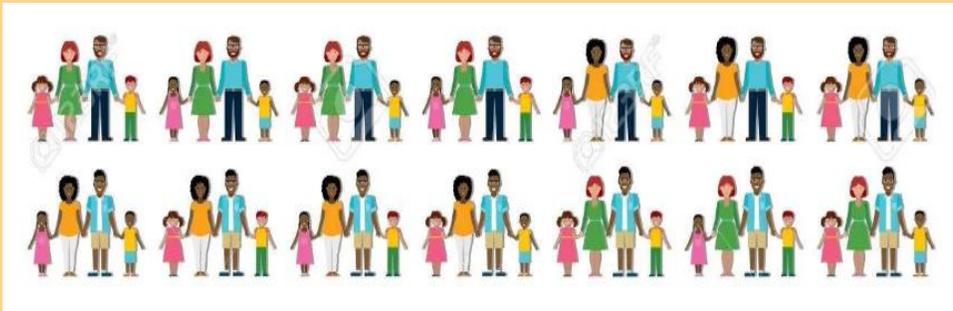
Or, have you ever been too embarrassed to ask questions about culture and race, afraid of saying the wrong thing or embarrassed about not knowing the answer?

To understand the “how-to’s” of parenting transracially, it is necessary to visit the past and understand the historical foundation of race and white privilege in society.

Though racism today is not usually as overt as it was in decades past, it is still very present on a more subtle and institutionalized level.

To best help your foster child develop a healthy racial identity, it is necessary to educate yourself about historical racism and racism today.

For more information we have included an extensive resource section in this **Transracial Parenting Guidebook**.





Thank you for taking the time to read Dane County's **Transracial Parenting Guidebook**.

I would like to thank the following people who worked on the creation of Dane County's Transracial Parenting Guidebook: Mike Boehm, Dawn Douglas, Carolyn Fatsis, Tara (T.J) Jackson, Linda Johnson, Alice Justice and Erin Salzwedel.

Inside this Guidebook, I hope you find information and resources that outline what we believe will set foster parents on their personal journey of transracial parenting and becoming a multicultural family.

Please note that this Guidebook is just the beginning of the journey to explore transracial parenting in out-of-home care. It is a living, breathing document, intended to be added to and updated. It is just a piece of the conversation and exploration we have with potential and current caregivers.

We welcome other's contributions, lived experiences, and the sharing of resources.

With appreciation,

Sarah Lawton  
Supervisor, Out-of-Home Care  
Dane County Department of Human Services



## A Bill of Rights for Dane County Transracial Foster Children & Youth

- Every child is entitled to love and full membership in their foster family.
- Every child is entitled to have their culture embraced and valued. Expressions of culture include music, hair, food, clothing trends and all forms of artwork.
- Every child is entitled to foster parents who know that this is a race conscious society. Adults who acknowledge racism provide an open environment for youth to discuss their feelings.
- Every child is entitled to foster parents who acknowledge that the child's life-experiences will differ from their own. That the child will face difficulties adults cannot fully understand.
- Every child is entitled to foster parents who are not looking to "save" them or to improve the world. That they are not "projects" but full, cherished members of their family.
- Every child is entitled to be embraced by extended foster family members.
- Every child is entitled to foster parents who understand what white privilege means and that they may have benefited from racism.
- Every child is entitled to foster parents who understand that the legacy of the child's birth culture may be different than their own. Connecting and inviting others from the child's culture into their lives will benefit all.
- Every child is entitled to have items at home that are made for and by people of their race. Art work, books, music, etc. provide children with a sense of pride in their culture.
- Every child is entitled to opportunities to connect with people of their race or ethnicity. Foster parents should encourage these connections and make their home inviting for all.
- Every child is entitled to daily opportunities of positive experiences with their birth culture.
- Every child is entitled to build racial pride within their own home, school, and neighborhood by celebrating accomplishments.
- Every child is entitled to learn problem-solving and coping skills in a context of racial pride.
- Every child is entitled to find their multiculturalism to be an asset and believe, "My needs are being met, and I've got the best of all worlds."



## “In My Skin”

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**By Justice Stevens, adopted transracially with his sister. He shares his thoughts below about how the transracial placement affected him and what his parents did – and do – that help.**



*When I was eight I was transracially adopted. My parents are White and I’m Black. We lived in a small white suburban town. The number of Black kids in the town you could count on two hands. I didn’t realize or pay attention to the fact that I was Black unless I was faced with racism, which came not just from kids, but adults as well. The racism I faced from adults (teachers, bus drivers) was when I went to them for help when the kids called me the “N” word, and it was made clear that it wasn’t an important issue.*

*It confused me to not know why the adults didn’t take a stand against the racism I faced. It was painful as well. One thing that always stuck with me, and that’s when I was faced with racism, my parents stood against people who looked like them to protect me. It was important for me to see that as a child. I needed to know that my parents felt my pain, even though they would never be in my shoes. I needed to know that my feelings were validated, and that what I was facing was wrong.*

*Growing up I had prominent Black role models. One was my mom’s co-worker named Celeste. I loved Celeste’s energy and fashion style. She would do my and my sister’s hair. My mom drove us to Boston to Celeste’s house so she could braid our hair in the latest styles. To drive all the way to Boston, for us to have our hair done by Celeste was important to me! No offense to my mom, but I wasn’t nervous any time Celeste did my hair. I thought, “She’s Black, so she’ll know exactly what to do to my hair!” I remember Celeste talking about the newest trends, movies and music. I paid attention to how her décor was in her house, what type of shows or movies she watched, how she parented her son. Celeste was so cool in my eyes because in my mind that’s who I was going to be when I was older, so I felt I had to pay attention to how she was. I felt I had to mimic her.*

*Another role model was my mom’s friend Harriet, who was raising her granddaughter. Harriet had lived through the civil rights movement and experienced segregation. I always enjoyed listening to her stories. My mom always says that Harriet is her mom, and Harriet treated my mom like a daughter. They could talk about the struggles that Harriet faced, even though my mom is White.*

*It’s important that my parents embraced Black friends, and had Black friends who turned into family. It was important to see my White mom listen attentively, and have painful conversations with people like Harriet when they spoke about the injustice they faced. It was also important to see my mom have the conversations with Black people about their triumphs like when Harriett spoke about being involved in civil rights -- being on the forefront for change and equality for African Americans.*

*My parents always had pictures of African Americans in the house and paintings by African Americans, even to this day even though my siblings and I haven’t lived at home for many years. They brought our culture into the home.*

*I think it's very important to also touch on how the birth kids or siblings of a different race can be affected by transracial adoption. When I was 14, my biological sister Tanya (14); my brother Max, who was 13 and my parents' birth son, and my younger brother Melvin, who was 7 at the time and is Black, all went to a camp in Roxbury, near Boston. Most of the campers were African American. I thought this was going to be fun, but I didn't have a good experience. Tanya and I were treated differently – as if we weren't cool enough. The kids judged us for not knowing our culture. Max was embraced because it was expected that he didn't know "how to be Black". Melvin started to change how he talked, and started using more slang. I started to resent Max because in my eyes he was more Black than me, even though he was White – he listened to rap music and was into urban culture, and I couldn't handle it. I felt that it was so easy for him to be part of something I tried so hard to be a part of that was a part of me.*

*But Max always stuck up for us. He was the cool White boy, so when he stuck up for us, the kids backed down pretty quickly. It was automatic that Max stuck up for us because we were his siblings. Max lived in New Orleans for many years in a predominately Black neighborhood. He gravitates towards the African American community, that's where he feels he belongs. As an adult I embrace it, I'm proud of him. I love that he loves my culture, and I'm prouder that he also speaks out against the injustice we face. He had gone against people he's known his whole life to defend the African American community. I'm proud that he's my brother.*

*With the police brutality going on in the world, I am proud to say "Black lives matter" and to stand with my people. I'm prouder that my parents do also. They stand up to injustice, even if they have to take on people they've known for a long time. This is important for me to see and will always be important to me. My parents aren't afraid to stand up and stand by the side of African Americans and our struggles. They know that it's a real issue we face, I face, my Black siblings face every day. My parents say that white privilege exists. They don't water down what the people who look like them do to me or people who look like me.*

*My advice for transracial adoptive parents is to always stand up for what is right because your kids will be watching and they won't forget a single thing. Don't ever say you understand what it's like or what it must be like because you don't and you can't. Be by their side while they struggle with their identity and long for acceptance because it will happen. Listen to them – both what they say and what they are showing you through their actions. It will be ugly, scary even, but don't give up. Stay on the journey with them, let them know that you're there every step of the way. Some things you can guide, others you can't, and you have to be okay with that. It's critical that you allow them to express who they feel they are, or what makes them feel in touch with their roots, even if it makes you uncomfortable. It's going to be overwhelming at times, but you will all come out the other side enlightened.*

*You all will learn from each other. There will be a light at the end of the tunnel. It will all be worth it.*

*(Source: North American Council on Adoptable Children)*

## Transracial Foster Parenting Pledge



**As one committed to parenting cross-culturally and/or transracially, I pledge the following:**

- 1) To recognize the added value that diversity brings to my life, even outside of my children
- 2) To create a diverse home environment and family life that is reflective of our multicultural family
- 3) To prepare my child with survival skills to successfully navigate a race conscious society
- 4) To help my child develop pride in their racial identity, ethnic identity and group membership
- 5) To confront racial, ethnic and cultural intolerance within my family, friends, and community
- 6) To seek and develop friendships that reflect my commitment to multiculturalism
- 7) To engage multicultural communities in order to learn, grow and share
- 8) To learn what matters to the racial/ethnic group of my child and why
- 9) To see ourselves as a multiracial family, a family of color and to embrace what that means in today's and tomorrow's society
- 10) To move beyond the limits of my comfort, knowledge, and biases to a place of cultural competence and responsiveness within my family and community through words and action
- 11) To not ascribe to the notion of color blindness, but to color appreciation
- 12) To recognize that love is not enough; that it is necessary, but not sufficient in and of itself

\_\_\_\_\_  
Foster Parent's Signature

\_\_\_\_\_  
Date

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Foster Parent's Signature

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Date

## What Does It Mean to be a Transracial Foster Family?



**Transracial foster families consist of children being raised by one or both foster parents of a different race, ethnicity or culture than their own.**

### **How is race defined?**

There is no biological basis for racial categories, and genetic research has shown more within-group variations than between-group variations. Races are socially and politically constructed categories that others have assigned on the basis of physical characteristics, such as skin color or hair type. Although race is a social construct, the impact of race is real, as perceptions of race influence our beliefs, stereotypes, economic opportunities, and everyday experiences.

### **How is ethnicity defined?**

Ethnicity is defined as a social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political interests, economic interests, history, and ancestral geographic base. Members of the group share common cultural traits such as religion and dress. Some examples of different ethnic groups are: Cape Verdean, Haitian, African American (Black); Chinese, Korean, Vietnamese (Asian); Ojibwe, Oneida, Cherokee, Mohawk, Ho Chunk, Menomonee (Native American); Cuban, Mexican, Puerto Rican (Latino); and Polish, Irish, German, European, Scandinavian (White).

### **How is culture defined?**

Culture is a social system of meanings and customs that are developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors, and styles of communication.



## **What do these definitions mean when it comes to parenting children of other cultures and race?**

White parents of children of color have the responsibility to help their foster children define themselves as a member of their own genetic racial community. Whether of a single race or a mixed race (biracial), children either feel “a part of” or feel “separate from”.

Without connection to their own roots, a Black child being raised in a White world will feel “separate from” the White people surrounding them who look different than they do. They will also feel “separate from” the Black people they look like, who have the same cultural background, but have no connection to. Foster children need connection to those that have shared culture and race. This is vital to their healthy development.

No matter how children are raised, society will assign them to a race and a culture. Without connection, a child may feel lost and isolated, not fitting in with the culture they were raised in and not fitting in with their own racial culture.

By connecting your children to their own race and culture, they will learn to grow in their roots while incorporating what they are learning from you about their identity in a transracial home.

**They become multicultural, bridging the gap between the many worlds.**

Knowing this, it is important to evaluate your own beliefs about other cultures and other races before parenting transracially. Every person has biases, and uncovering them is a lesson in self-awareness and an opportunity for personal growth.

***Before fostering transracially, ask yourself the following:***

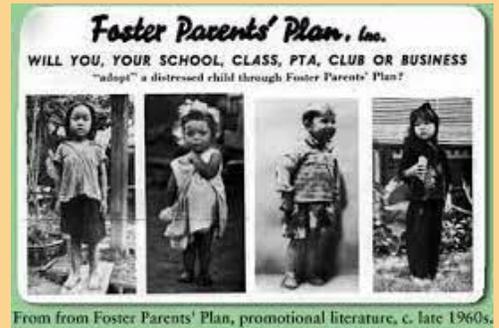
- How many friends do I have of another race or culture?
- What types of things do I seek to know about other cultures?
- Do I attend multi-cultural events and celebrations?
- What do I know about specialized skin and hair care for children of color?
- Have I incorporated other races and cultures into my home life?
- Are the schools in my area diverse with children of many cultures?
- What cultures are represented in my place of worship?
- How do my extended family members view people of different races?



## How Far Have We Come?

### The History of Transracial Foster Care and Adoption

In the mid 1950's, the Child Welfare League of America reported that African American children were the largest group of children in need of adoptive homes. Public and private agencies stepped up efforts to place the children by opting to include more kin, single females and foster parents in the pool of prospective adoptive parents. The next alternative for adoptive placement was to cross racial lines and transracially place children.



At the time, racial matching became one of many matching criteria that was considered to be “good social work practice” and in the best interest of the children. Children and families were matched on physical characteristics, including skin color, as well as social status and religious preference. While most of these other matching criteria were abandoned in the 1970's and 1980's in favor of matching criteria that focused on the ability of families to parent children with specific needs, racial matching was still an often used criteria by social workers. The field was divided and the National Association of Black Social Workers voiced concern about children in transracial placements being at risk for racial identity issues and having a disconnect from their cultural roots.

Because many Black children lingered in foster care too long while waiting for a Black foster or adoptive home, the Multiethnic Placement Act (MEPA) of 1994 was signed into law. MEPA prohibited denying or delaying placement of a child based on the race, color or national origin of the foster/adoptive parent. MEPA was enacted to decrease the length of time that children waited to be placed in homes; to focus on recruitment and retention of foster parents who could meet the unique needs of children waiting to be placed; and to eliminate discrimination based on race, color or national origin. However, this version of MEPA contained a stipulation that racial and ethnic background could still be considered in making a placement. The Interethnic Adoption Provisions Act (also known as MEPA II) was then passed in 1996. This version amended the language of the original MEPA to prohibit discrimination on the basis of race in placement. Race was now to be excluded from placement guidelines. Under MEPA II, race may only enter into the placement decision when race issues are a matter of the best interest for the particular child in question.

### Transracial Foster Care and Adoption Today

According to the Department of Children and Families, 45% of children in out of home care in Wisconsin are children of color, while they only represent 13% of the general population. In Dane County, 59% of the children placed in out-of-home care are children of color. The general population of people of color in Dane County is 15.1%. Racial disparity is linked to high levels of poverty, incarceration rates and overrepresentation of children and youth in the child welfare and juvenile justice systems.



In May 2008, the Evan B. Donaldson Adoption Institute released findings on Families for African American Children: “The Role of Race & Law in Adoption from Foster Care to address these disparities”. The recommendations of this report are supported by the North American Council on Adoptable Children, the Child Welfare League of America, the Dave Thomas Foundation for Adoption, the Adoption Exchange Association, the National Association of Black Social

Workers, Voice for Adoption, the Foster Care Alumni of America and the National Association for Social Workers.

**This report details the results of 35 years of research on transracial adoption, concluding the following 3 key issues:**

1. Transracial adoption in itself does not produce psychological or social maladjustment problems in children.
2. Transracially adopted children and their families face a range of challenges, and the manner in which parents handle them facilitates or hinders children's development.
3. Children in foster care come to adoption with many risk factors that pose challenges for healthy development. For these children, research points to the importance of adoptive placements with families who can address their individual issues and maximize their opportunity to develop to their fullest potential.

Though there is limited research on the topic of transracially adopted children, recent findings reported by the Evan B. Donaldson Institute have detailed the following issues common to children in transracial homes:

1. Transracially adopted children face challenges in coping with being "different".
2. Transracially adopted children may struggle to develop a positive racial/ethnic identity.
3. A key life skill for transracially adopted children is the ability to cope with discrimination.

To summarize the conclusions of recommendations made by the Evan B. Donaldson Institute, it is recommended that children of color are placed with families who can meet their long-term needs, through supporting connections of the child to their own culture, fostering a healthy and positive racial identity, and preparing the child to deal with discrimination.



## What is “White Privilege” and What does it mean in Transracial Foster Care?

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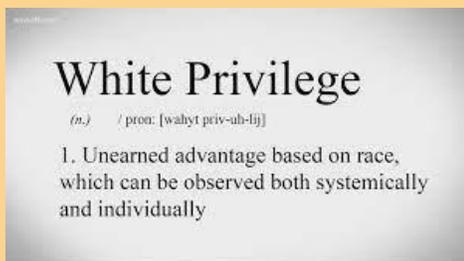
What is white privilege? It is being in the majority group in society, having power, and benefiting as a result. Think of a time when you were not in the majority group and you will quickly understand how difficult it is to be the minority in any group.

- Being the only female in a male group, or vice versa.
- Being the only overweight person in a group of non-overweight people.
- Being the only foster parent in a group of social workers.
- Being the only married person in a group of single people.

Peggy McIntosh, Associate Director of the Wellesley College Center for Research on Women, said that white privilege is “like an invisible weightless knapsack of special provisions, maps, passports, code books, visas, clothes, tools, and blank checks.” McIntosh has written several articles on the issue along with the book “White Privilege: Unpacking the Invisible Knapsack” that addresses this cultural phenomenon.

Some of the items on McIntosh’s **White Privilege Checklist** include:

- “I can arrange to be in the company of people of my race most of the time.”
- “I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.”
- “I can turn on the television or open to the front page of the paper and see people of my race widely represented.”
- “I am never asked to speak for all of the people of my racial group.”
- “I can take a job or enroll in a college with an affirmative action policy without having my coworkers or peers assume I got it because of my race.”
- “I can easily buy posters, postcards, picture books, greeting cards, dolls, toys, and children’s magazines featuring people of my race.”
- “I can walk into a classroom and know I will not be the only member of my race.”



These are only a few of the items on McIntosh’s White Privilege Checklist. These items are a stepping off point for discussion and for discovering more about how white privilege impacts all families, including transracial families.

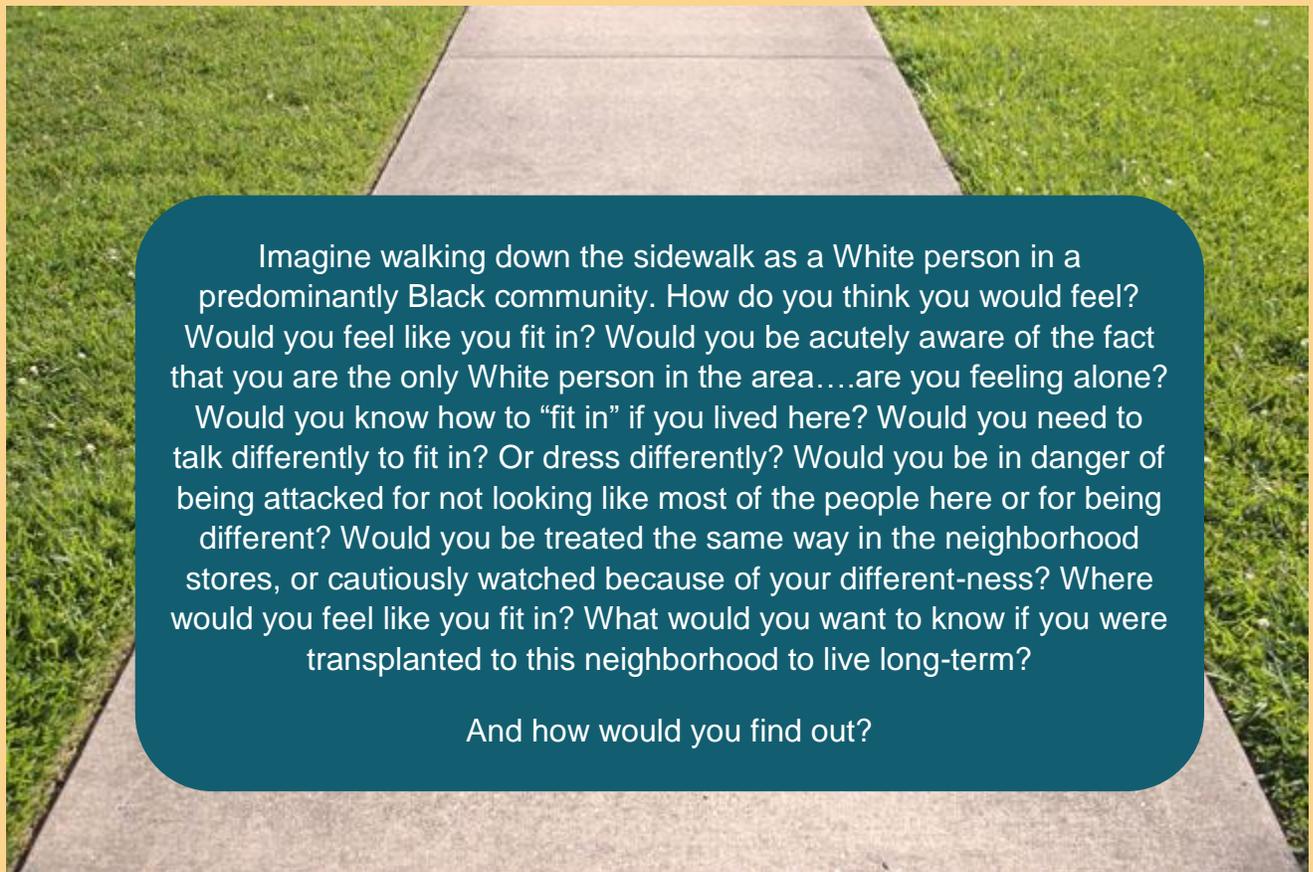
White parents of children of color must educate themselves about white privilege to better understand their foster children's experience in the world, to help their children navigate a world of being in the non-white group, and to begin advocating on behalf of equality for their children.

When children of color are surrounded by people of their own culture, it is usually a needed "break" from being stared at for being different, from feeling like they don't belong because of their race, from wondering who is and who isn't making assumptions about them for their race, from being watched by store security, and from being lumped together into one broad and inaccurate stereotype.

Surrounded by people of their own culture, children will feel a sense of belonging and a freedom to be themselves not otherwise felt in the majority culture. This "break" is what children need on a regular basis.

To further understand how a person of color feels in this society of white privilege, challenge yourself to go somewhere where you are in the minority race.

Suddenly you are thinking about things that normally you might take for granted.



Imagine walking down the sidewalk as a White person in a predominantly Black community. How do you think you would feel? Would you feel like you fit in? Would you be acutely aware of the fact that you are the only White person in the area...are you feeling alone? Would you know how to "fit in" if you lived here? Would you need to talk differently to fit in? Or dress differently? Would you be in danger of being attacked for not looking like most of the people here or for being different? Would you be treated the same way in the neighborhood stores, or cautiously watched because of your different-ness? Where would you feel like you fit in? What would you want to know if you were transplanted to this neighborhood to live long-term?

And how would you find out?

## General Parenting Tasks for Transracial Foster Parents

### Positive Racial Identity and Self-Esteem

*Robert O'Connor, adult transracial adoptee, therapist and trainer has said, "if you are the only one, you are alone. If you are the only one who doesn't look like the others, you are alone." Feeling different from others can create low self-esteem, especially if a child views "different" as "bad".*



#### 1. What is Racial Identity? How can Foster Parents instill it?

In addition to understanding what it means to be in foster care or to be adopted, children in transracial homes need to know what it means to be a member of their own racial/ethnic/cultural group. Having positive experiences within their own culture creates a strong racial identity and sense of belonging, along with a resiliency against negative stereotypes that are portrayed in the media and that are experienced in society through racism and discrimination.

Children in transracial homes have the additional challenge of learning how to live "bi-culturally", walking in two worlds, the world of their own culture and the world of the culture they are living in. Foster parents who make it a priority to become a multicultural home will help children develop a strong sense of racial identity and self-esteem.

A foster child's self-esteem and racial identity are strengthened when their cultural differences are valued. Examples of this would include providing for the unique skin and hair care of your child, along with their dietary and health care needs.

In general, it is important to celebrate similarities and differences. Sharing similarities creates bonding and a feeling of belonging.

***"Your favorite food is spaghetti, just like mine."  
"You like to learn about insects, just like your brother."  
"You are good at math, just like your father."***



Celebrating differences acknowledges that a child is valued because of their uniqueness and that having differences is a positive.

***"Yes, your skin is darker than mine. People have all kinds of beautiful skin colors."  
"Your hair only needs to be washed once per week; your sister's hair needs to be washed every day. You both have beautiful and different hair."***

#### Resources:

- Seven tasks for Parents: Developing Positive Racial Identity: <https://www.nacac.org/resource/seven-tasks-for-parents/>
- Positive Racial Identity Development and Books for Children: <https://www.carnegielibrary.org/positive-racial-identity-development-and-books-for-children/>

## 2. What is Self-Esteem?

Self-esteem is a person's feeling of self-worth or a feeling of being of value in their family, in their circle of friends, and in the world.



High self-esteem creates a foundation to go out into the world with confidence and resiliency; with a willingness to take necessary risks and persevere through challenges. Self-esteem is built through repeated small successes, through a sense of belonging and feeling safe at home, and through being valued within the family and in broader society.

Low self-esteem robs a person of the courage to step out into the world with confidence. A child with low self-esteem might struggle with the ability to take necessary risks, or form new relationships, or go after a dream. Low self-esteem also sets a child up to lack resilience to stress and can set them up to be vulnerable to others. This can play itself out in situations of peer pressure, or an inability to defend oneself against bullies or perpetrators, or many other possible scenarios. People with low self-esteem don't always have the ability to stay in touch with who they are on the inside, and instead they are susceptible to yield to what is around them – including unhealthy people or circumstances. Additionally when a person suffers from low self-esteem, it can be very difficult to try new things, work toward goals, persevere through challenges, or learn new skills. They have an intense fear of failure, and a generalized belief that they ARE a failure as a person. The good news is that self-esteem can be taught.

### How to Build Self-Esteem

**Create a sense of safety for your child – physical and emotional safety.** Children need a safe place to live, free of abuse, and a safe place to talk about their thoughts and feelings – ALL of their thoughts and feelings. This creates a sense of being valued, a belief that they have the right to exist, to think, and to feel; and the knowledge that they are important.

**Create a sense of belonging.** Children need to feel a sense of belonging in their families. Acknowledging similarities helps children feel like they belong. It is also important to acknowledge and celebrate differences as well. Let children's voices be heard and respected, so that they feel valued in the context of family.



**Point out children's strengths and abilities often.** As they learn new skills in a certain subject (how to multiply or divide; how to solve complicated word problems; how to play a musical instrument; how to shoot a basketball...), acknowledge these small successes. Small successes provide the foundation for building self-esteem in children.

### Resources:

- Promoting self-esteem among African-American girls through racial, cultural connections: <https://www.washington.edu/news/2017/12/21/promoting-self-esteem-among-african-american-girls-through-racial-cultural-connections/>
- How Building a Positive Self-Image Helps Parents and Children of Color Cope with Racial Stress: <https://psychologybenefits.org/2018/07/25/how-building-a-positive-self-image-helps-parents-and-children-of-color-cope-with-racial-stress/>

## Considerations for Multiracial Children:

***“People of mixed heritage do not have half the experience of being one race and half the experience of the other, any more than children of a mother and a father have half the experience of being their mother’s child and half the experience of being their father’s. They are the product of both, always, whether both are present or not.” Steinberg and Hall – “Is Transracial Adoption Easier for Multiracial Kids?” (1998)***



White caregivers may inadvertently believe their multiracial child identifies more with one race over another. The truth is actually the opposite. Most multiracial foster children identify themselves as children of color.

Society places them in this category as well, since a person’s appearance is what sets them apart from others. *They can’t choose to be one-part of who they are. It is important to explore all aspects of a child’s racial roots so that they can form a strong sense of self and racial identity.*



*We believe that every foster child deserves a loving, culturally competent home.*

## How to Connect A Foster Child to Their Culture & Become a Multicultural Family

### **In general, children in transracial placements need to:**

- Live in a home that provides positive experiences with the children's culture.
- Remain connected to same-race relationships, with peers and mentors.
- Live in a home that allows them to feel racial and ethnic pride; and provides the children with survival skills.
- Have caregivers who allow the children to explore their culture in many different ways; and who recognize the differences between the children's birth families' culture and their own family culture.
- Have caregivers who recognize and understand what the children will experience in a race conscious society.
- Have caregivers who can care for the children's skin and hair care needs, along with dietary and medical needs.
- Have the right to feel a belonging to their current family culture as well as to their culture of origin.

***The following are suggestions and not an exhaustive list.***

***These are starting points and considerations for transracial families as they continue to grow on their journey of learning about culture:***

**Live in an integrated neighborhood.** Choose a neighborhood where there are members of the child's culture or race and schools comprised of diverse cultures and ethnicities.

**Socialize with members of your child's race or culture.** The relationships you choose serve as a role model for the child. Building relationships with people of the child's culture may create natural mentor relationships for yourself and for them. Allowing the child to connect to people of their own culture or ethnicity can minimize the loss they feel from being separated from it.

Remember, two of the factors important to building self-esteem are a **feeling of belonging** and **mastering small successes**.

Making the child feel like they belong with your family is important. Multicultural families have a richness of diversity and experiences to celebrate.

**Infuse your home with multicultural artifacts.** Consider ways to incorporate some of the following areas of diverse cultures into your home life:

**Art** – Display art from various cultures  
**Crafts** – Create crafts/art from various cultures  
**Cultural Life Book** – Create a book about the child’s country and culture  
**Maps** – Display maps or flags of the child’s country  
**Dolls** – Collect multicultural dolls  
**Games** – Play games from various cultures  
**Music** – Listen to music from different cultures  
**Books** – Have multicultural children’s books and magazines  
**Literature** - Visit libraries to learn more about the child’s culture and other cultures  
**Language** – Learn a new language as a family  
**Clothing** - Purchase clothing of the child’s culture  
**Food** – Make food that reflects the child’s culture and various cultures as the norm in your home  
**Friends** - Explore relationships with people of diverse cultures  
**Holidays** – Celebrate holidays that are significant to their culture  
**Incorporate Cultural Communities** - Whether you live in an integrated neighborhood or not, you can incorporate some of the following activities and visit the following places:



- **Schools** – Attend schools that are diverse in culture – also advocate for unbiased learning materials.
- **Camps** – Attend camps/cultural camps
- **Daycare** – Select daycare centers that are diverse
- **Churches** – Attend churches that are integrated with diverse cultures
- **Sports** – Participate in athletic organizations in the child’s neighborhood of origin
- **Social Organizations** – Participate in social organizations where the child can connect to their culture
- **Cultural museums** – Visit cultural museums and historical places specific to the child’s culture and diverse cultures
- **Shops** – Visit hair salons/barbershops, restaurants, and other places owned or frequented by people who look like the child
- **Celebrations** – Attend celebrations and events where most of the people present are of the same race or ethnic group as the child. This will not only help the child, it will help foster parents understand what it feels like to be in the minority of a group.
- **Education** – Take a history class on the child’s culture. For example:
  - “Justified Anger”: [www.Nehemiah.org](http://www.Nehemiah.org)
  - “Witnessing Whiteness”: [www.Witnessingwhiteness.com](http://www.Witnessingwhiteness.com)

In general, embrace diversity and celebrate all cultures in your home. Practice traditions from the child’s heritage. This is imperative to becoming a multicultural home. Discussing cultural education should be a frequent topic of conversation.



## Being Anti-Racist is a Journey, Not a Destination

By Jae Ran Kim, an adult transracial adoptee, social worker, writer and teacher

*Article published in the New Demographic e-book,  
"How to Be An Anti-Racist Parent"*

I was thinking about what kinds of tips to suggest, and found myself struggling. I suppose I could suggest a bunch of books I found inspirational or poignant; maybe even come up with a "Top 10" list too – but being an anti-racist parent is truly a lot more challenging than any book or list can even begin to address. What I've learned comes down to just a few lessons, learned experientially in the past 13 years as a parent:

- You can't expect your children to behave better than you do. What you say is important, but it's your own actions that speak louder than words. In other words, you need to talk the talk and walk the walk. If you tell your children that that they should accept "all kinds of people" yet they never see any diversity in your life, why would they believe your diversity talk? So much about race and racism intersects with other types of diversity, including class, culture, religion, gender and sexuality. Racism doesn't exist in a bubble and it isn't a problem to be "solved". Parents need to be able to address diversity in all its forms.
- You can't protect your children from racism. You need to be able to show them how ugly racism is, or they won't be able to recognize it for themselves. If your children are kids of color, they'll need to have survival skills – verbal, intellectual, and physical. And these survival skills aren't just about driving while Black or confronting skinheads – your kids will need to know how to survive the racism embedded in our educational, economic, judicial and occupational institutions.
- Children need to have the language to discuss race and racism. If you don't give them the chance to talk about it at home, they'll learn it from their classmates and from the media and much of it will be wrong information.
- Don't wait for your kids to come to you with questions about racism. In my home, discussions about race, racial representation and racism are as common as the latest episode of "American Idol". In fact, American Idol has been the starting point for some discussions! What my 8 year old contributes towards these conversations are very different than what my 13 year old contributes – but the main point is that they both contribute.
- You need to recognize your own biases and privileges. Because we all have them.

To me, talking about race and racism is like talking to my kids about sex. You have to really work at it! You don't want to get too graphic when they are young so you need to figure out what is behind their questions. It will be a challenge as my kids get older and their questions become more abstract and harder to answer.

## Ways to Increase Multiculturalism in Transracial Families

Many transracial families can benefit from incorporating the foster child's culture of origin into their homes. For transracial families, it is often a matter of multicultural parenting versus assimilation.

Does the foster child assimilate into the dominant culture of the home environment, or does the home environment and resulting attitudes and lifestyle represent both the biological parent's culture and the child's culture of origin? Years of experience, both personal and professional suggest the latter.



**To increase the multiculturalism of the transracial family, consider the following list of items as a guide:**

- Choose a multicultural babysitter or respite provider
- Choose a multicultural faith environment
- Choose to adopt a multicultural vacation destination
- Choose a multicultural grocery shopping environment that also has traditional cultural food
- Choose multicultural daycare and schools
- Choose a multicultural mentor for the child
- Choose a multicultural mentor for YOU
- Choose to live in a multicultural neighborhood
- Choose multicultural artwork (i.e. pictures, statues – preferably from the child's culture of origin)
- Choose multicultural reading materials, books, magazines and poetry; donate multicultural books to libraries and request libraries to purchase books or media
- Choose multicultural toys that reflect the child's race and ethnicity (dolls, superheroes, cartoon figures, lunch boxes, etc.)
- Choose multicultural restaurants as family favorites
- Choose to cook multicultural foods as a usual menu item



## Racism and Discrimination – Fostering Racial Coping Skills



For White parents who become transracial parents, it usually doesn't take very long to experience racial bias and discrimination as a family. You will witness the racism that people of color experience, and it may be unfamiliar, and sometimes unexpected, territory for your family. One foster parent commented on how surprised and angry she was to be followed around stores while shopping with her African American foster daughter. This happened on several occasions when they were out shopping together, and experience she had not had with her White children.

To help your foster child understand racism, prepare for it, and handle it, it is important to educate yourself about the history of racism. It is also necessary to understand the dynamics of white privilege as it has impacted your own life and what that means for the life of your foster children.

As mentioned previously, a good resource for understanding white privilege is the book *White Privilege: Unpacking the Invisible Knapsack*, by Peggy McIntosh. According to McIntosh, when you benefit from white privilege, you don't have to think about it. You are in the majority. It can easily be taken for granted.

### **Developing Racial Coping Skills:**

One of the most important factors in preparing your child to deal with racism is to instill strong self-esteem in your child. When children have a positive view of themselves and their accomplishments, they can more easily move forward from hurtful outside comments of racism. They can compare racist comments to what they know about themselves and dismiss them as untrue more easily.

*According to Dana Williams, in the free and downloadable publication, "Beyond the Golden Rule: A Parent's Guide to Preventing and Responding to Prejudice", there are helpful parenting tips to combat discrimination depending on the developmental age of children.*

*The following is reprinted from [www.LearningForJustice.org](http://www.LearningForJustice.org). Visit this site to download this free e-book or to access more publications for parents, children and educators.*

### **5 TIPS: THE PRESCHOOL YEARS**

**BE HONEST:** Don't encourage children not to "see" color or tell children we are all the same. Rather, discuss differences openly and highlight diversity by choosing picture books, toys, games and videos that feature diverse characters in positive, non-stereotypical roles.

**EMBRACE CURIOSITY:** Be careful not to ignore or discourage your youngster's questions about differences among people, even if the questions make you uncomfortable. Not being open to such questions sends the message that difference is negative.

**BROADEN CHOICES:** Be careful not to promote stereotypical gender roles, suggesting that there are certain games, sports or activities that only girls can do or only boys can do.

**FOSTER PRIDE:** Talk to your child about their family heritage to encourage self-knowledge and a positive self-concept.

**LEAD BY EXAMPLE:** Widen your circle of friends and acquaintances to include people from different backgrounds, cultures and experiences.

## 5 TIPS: THE ELEMENTARY & PRETEEN YEARS

**MODEL IT:** Talking to your child about the importance of embracing differences and treating others with respect is essential, but it's not enough. Your actions, both subtle and overt, are what they will emulate.

**ACKNOWLEDGE DIFFERENCE:** Rather than teaching children that we are all the same, acknowledge the many ways people are different, and emphasize some of the positive aspects of our differences – language diversity and various music and cooking styles, for example. Likewise, be honest about instances, historical and current, when people have been mistreated because of their differences. Encourage your child to talk about what makes them different, and discuss ways that may have helped or hurt them at times. After that, finding similarities becomes even more powerful, creating a sense of common ground.

**CHALLENGE INTOLERANCE:** If your child says or does something indicating bias or prejudice, don't meet the action with silence. Silence indicates acceptance, and a simple command – “Don't say that” – is not enough. First try to find the root of the action or comment: “What made you say that about Sam?” Then, explain why the action or comment was unacceptable.

**SEIZE TEACHABLE MOMENTS:** Look for everyday activities that can serve as spring-boards for discussion. School-age children respond better to lessons that involve real-life examples than to artificial or staged discussions about issues. For example, if you're watching TV together, talk about why certain groups often are portrayed in stereotypical roles.

**EMPHASIZE THE POSITIVE:** Just as you should challenge your child's actions if they indicate bias or prejudice, it's important to praise them for behavior that shows respect and empathy for others. Catch child treating people kindly, let them know you noticed and discuss why it's a desirable behavior.

## 5 TIPS: THE TEEN YEARS

**KEEP TALKING:** Many believe the last thing teens are interested in is having a conversation with parents. But even if your teen doesn't initiate conversations about issues of difference, find ways to bring those topics up with them. Use current issues from the news, such as the immigration debate or same-sex marriage, as a springboard for discussion. Ask teens what they think about the issues.

**STAY INVOLVED:** Messages about differences exist all around your teen: the internet, songs, music videos, reality shows, social media, commercials and social cliques at school. Monitor the social media your teen visits. Take time to listen to or watch shows they enjoy. Then discuss the messages that are sent. Ask your teen about the group, or groups, they most identify with at school. Discuss the labels or stereotypes that are associated with such groups.

**LIVE CONGRUENTLY:** Discussing the importance of valuing difference is essential, but modeling this message is even more vital. Evaluate your own circle of friends or the beliefs you hold about certain groups of people. Do your actions match the values you discuss with your teen? Teens are more likely to be influenced by what you do than what you say, so it's important for your words and behaviors to be congruent.

**BROADEN OPPORTUNITIES:** It may be natural for teens to stick to groups they feel most comfortable with during the school day. These often are the people they identify as being most like themselves. Provide other opportunities for your teen to interact with peers from different backgrounds. Suggest volunteer, extracurricular, worship and work opportunities that will broaden your teen's social circle.

**ENCOURAGE ACTIVISM:** Promote ways for your teen to get involved in causes they care about. No place for them to hang out with friends? Encourage them to get together with peers to lobby city officials for a teen social center or skate park. Upset about discriminatory treatment of teenagers by a storekeeper or business? Give your teen suggestions for filing a complaint or planning a boycott. When young people know they have a voice in their community, they are empowered to help resolve issues of injustice.

## Resources: General Transracial Parenting Resources



### **Coalition for Children, Youth and Families**

<https://coalitionforcyf.org/>

### **Embrace Race: Doing Race, Family and Culture Through Transracial Adoption**

<https://www.embracerace.org/resources>

### **Harvard Implicit Association Test**

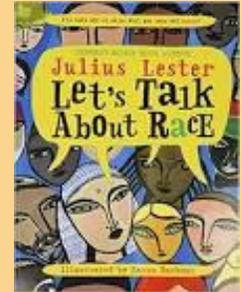
<https://implicit.harvard.edu/implicit/takeatouchtest.html>

### **White Parents Who Raise Black Children**

<https://www.buzzfeed.com/watch/video/46561>

### **10 Ways to Be An Anti-Racist Parent, Starting Right Now**

<https://www.mothersmag.com/anti-racist/>



### **How to Talk to Kids About Racism: An age-by-age guide** by Alex Mlynek

<https://www.todayparent.com/family/parenting/how-to-talk-to-kids-about-racism-an-age-by-age-guide/>

### **Beyond the Golden Rule: A Parent's Guide to Preventing and Responding to Prejudice**

<https://www.learningforjustice.org/magazine/publications/beyond-the-golden-rule>

### **Kids In the House Videos**

<https://binged.it/3yLnBsE>

### **BOOKS FOR CHILDREN:**

- **Black is a Rainbow Color** by Angela Joy
- **The Word Collector** by Peter H. Reynolds
- **Jabari Jumps** by Gaia Cornwall
- **Not Quite Snow White** by Ashley Franklin
- **Fresh Princess** by Denene Millner
- **Have You Thanked an Inventor Today?** by Patrice McLauren
- **Hey Black Child** by Useni Eugene Perkins
- **Poems for the Smart, Spunky, and Sensational Black Girl** by Rachel Garlinghouse
- **Stella By Starlight** by Shannon Draper
- **The Quickest Kid in Clarksville** by Pat Zietlow Miller

### THE GOLDEN RULE

Do unto others as you would have others do unto you.

### **FosterClub – Fostering Young People of a Different Race**

<https://www.fosterclub.com/foster-parent-training/course/fostering-young-people-different-race-0>

## Positive Racial Identity Development and Books for Children

<https://www.carnegielibrary.org/positive-racial-identity-development-and-books-for-children/>



**Fostering/Adopting Across Racial Lines** – While this is relevant for many transracial parents, it is particularly relevant for White families parenting Black children. Often times the children are the first close contact a foster parent may have had with Black people and they grow to love them as they provide care. BUT, they may not have the same love and respect for Black folks as a whole: <https://www.seattletimes.com/nation-world/nation/adoption-across-races-i-know-my-parents-love-me-but-they-dont-love-my-people/>

**Podcast: Code Switch** -- Fearless conversations about race that you've been waiting for. Hosted by journalists of color, our podcast tackles the subject of race with empathy and humor. They explore how race affects every part of society — from politics and pop culture to history, food and everything in between: <https://www.npr.org/podcasts/510312/codeswitch>

**One City School** – A Dane County/Madison school, where there is a high percentage of kids of color, and staff of color. This is a charter school spearheaded by Kareem Caire to combat the achievement gap in Black children: <https://www.onecityschools.org/one-city-elementary-school>



## Resources: African American Resources



### INTERNET RESOURCES:

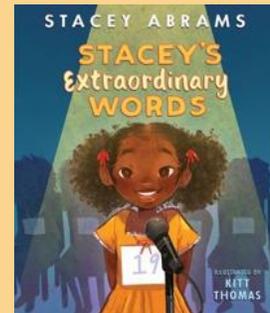
- **Celebrating the Strengths of Black Youth: Increasing Self-esteem and Implications for Prevention**  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4152398/>
- **Study of how Black and White parents talk about race and racial inequality with their children --** <https://stanford.io/3AnwI5p>

### BOOKS FOR ADULTS:

- **All You Can Ever Know** by Nicole Chung  
[https://www.goodreads.com/book/show/30297153-all-you-can-ever-know?from\\_search=true&from\\_srp=true&qid=zTUw9HA5MB&rank=1](https://www.goodreads.com/book/show/30297153-all-you-can-ever-know?from_search=true&from_srp=true&qid=zTUw9HA5MB&rank=1)
- **Raising Multiracial Children – Tools for Nurturing Identity in a Racialized World** by Farzana Nayani
- **Raising White Kids: Bringing up Children in a Racially Unjust America** by Jennifer Harvey
- **Why are all the Black Kids Sitting Together in the Cafeteria?** By Beverly Daniel Tatum, Ph.D.
- **Uncomfortable Conversations with a Black Man** By Emmanuel Acho
- **How to Be an Antiracist** By Dr. Ibram X. Kendi
- **The New Jim Crow** By Michelle Alexander
- **So You Want to Talk About Race** By Ijeoma Oluo
- **Raising Multiracial Children** By Farzana Nayani
- **Post Traumatic Slave Syndrome** By Dr. Joy DeGruy

### BOOKS TO READ WITH KIDS

- **All the Colors We Are** by Katie Kissinger
- **The Colors of Us** by Karen Katz
- **Let's Talk About Race** by Julius Lester
- **Nana Akua Goes to School** by Tricia Elam Walker and April Harrison
- **Stacey's Extraordinary Words** by Stacey Abrams
- **Martin's Big Words: The Life of Dr. Martin Luther King, Jr.** by Doreen Rappaport



### NATIONAL FACEBOOK GROUP:

- **“Culturally Fluent Families”**  
<https://www.facebook.com/groups/331610987317730/>

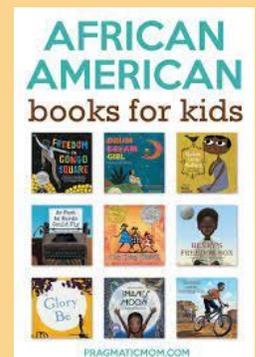
### BLOGS:

- **Transracial & Transcultural Adoption: Preservation, Policy, and a Personal Perspective** <https://chlss.org/blog/transracial-and-transcultural-adoption/>

APP:



Booksy – For a listing of Hairstylists. Website <https://booksy.com/en-us/>



## VIDEOS:

- **When You Don't Look Like Your Parents --** <https://binged.it/3BRpvKq>
- **Something Happened In Our Town** by Marianne Celano, Marietta Collins and Ann Hazzard [https://www.youtube.com/watch?v=whR\\_Jlzknpo](https://www.youtube.com/watch?v=whR_Jlzknpo)
- **Martin Luther King Jr. Day** by Margaret McNamara: <https://www.youtube.com/watch?v=HnEU3S8sgJg>



## WEBINARS:

- **Transracial Parenting Series – 4 parts** <https://www.championclassrooms.org/learning-paths/transracial-parenting-series>
- **3 Dads: A Diversity Conversation** <https://www.championclassrooms.org/courses/3-dads-a-diversity-conversation-recorded-webinar-365>
- **No Matter What Families: Discussions about Race and Transracial Families** <https://www.championclassrooms.org/courses/no-matter-what-families-discussions-about-race-and-transracial-families-recorded-webinar-365>
- **Hair Care and Identity in Black Culture** <https://www.championclassrooms.org/courses/hair-care-and-identity-in-black-culture-the-importance-of-confidence-and-connection>

## PODCASTS:

- **Black Like Me with Alex Gee** – ongoing discussion – local
- **Inside Stories – Exploring Madison One Story at a Time** with Takeyla and Jen
- **1619** – 6 Episodes
- **Behind the Chair Talk Show** – with JP Hair Design – local
- **Born in June Raised in April:** <https://aprildinwoodie.com/the-podcast>
- **The Adoptee Next Door with Angela Tucker** <https://www.angelatucker.com/podcast>

## HAIR RELATED BOOKS:

- **Hair Love** by Matthew Cherry
- **Crown: An Ode to the Fresh Cut** by Derrick Barnes
- **Happy Hair** by Mechal Renee Roe
- **Cool Cuts** by Mechal Renee Roe
- **Your Hair is Your Crown** by Tamia Swint
- **I Love My Hair** by Natasha Tarpley



## BLACK HAIR & SKIN CARE – YouTube Video Demonstrations:

- Ryan's Wash Day Routine – Infants: <https://youtu.be/HEAUblZiLAc>
- Toddler Wash Day Routine: <https://youtu.be/TIQPnrTOCms>
- Kids Skincare Routine: <https://youtu.be/b1FK0fu77vQ>
- Braids & Twists-Cute & Easy Protective Style: <https://youtu.be/GrE1U7G7i0k>
- Two-Strand Hair Styles for Little Girls: <https://youtu.be/TS2utfwethQ>
- How to Make Curls Pop on little Black Boys: <https://youtu.be/TwOkushxgiU>
- Inventing Normal: <https://www.tiktok.com/@inventingnormal/video/6947500718265814277>

**BLACK HAIR CARE – YouTube Video Demonstrations (continued):**

- Ryan’s Wash Day Routine – Infant <https://youtu.be/HEAUblZiLAc>
- Toddler Wash Day Routine <https://youtu.be/TIQPnrTOCms>
- Kids Skincare Routine <https://youtu.be/b1FK0fu77vQ>
- Braids & Twists-Cute & Easy Protective Style <https://youtu.be/GrE1U7G7i0k>
- Two-Strand Hair Styles for Little Girls <https://youtu.be/TS2utfwethQ>
- How to Make Curls Pop on little Black Boys <https://youtu.be/TwOkushxgiU>
- Inventing Normal (@inventingnormal) on TikTok #fostercare #adoption #naturalhair <https://www.tiktok.com/@inventingnormal/video/6947500718265814277>



## Resources: Afro Beauty Hair Care



# Afro Beauty

A BEGINNER'S GUIDE TO  
CARING FOR YOUR  
CROWN

Created by Rachel Warren

## Your Hair Journey

To care for your crown is to discover your crown's unique needs.



**All Black people are not the same and neither is our hair.  
That's the beauty of the Diaspora!**

As you'll learn, there are a variety of different curl patterns and textures your hair could have. And, even when black people have the same curl pattern, they may have different porosity (ability to absorb and hold moisture). This means their hair will still behave differently from each other and require different products.

**That said, there is no "one-size-fits-all" guide to caring for our hair.**

Rather, all black people embark on what is known as their hair journey. Your hair journey is your commitment to understand your hair, experiment with what works for your hair, and discover how to keep it healthy and styled to your liking. So, you may read this and find it helpful, or it may inspire you to keep looking for what's best.

**In the meantime, never forget... Your hair is good hair. Your hair is beautiful hair. Your hair is powerful hair. Your hair belongs in every room you walk into in whatever style you choose.**

## Black HAIRstory

To care for your crown is to know your crown's importance.

### Black child, your hair told stories of identity.

In Africa, hair styles were used to represent you! Your hair would tell others what tribe you came from, your social status, your marital status, your religion... It would tell others whether you were mourning or celebrating or preparing to go to war. Hair styles were passed down through generations, keeping you connected to and keeping others informed about your family, your culture, and your experiences.



### Black child, your hair led us to freedom.

When we were forced onto slave ships, our hair was slanderously referred to as "wool", and our heads were shaved. This was a way to take away our humanity, our identity, and our relations to the Motherland. Over time, as we survived slavery and our hair grew, we found styles that were practical. Head wraps and braids got us through weeks at a time. Braids also became a secret way to communicate a map to freedom! For instance, the number of plaits worn could indicate roads people needed to walk or where to meet someone to escape captivity.

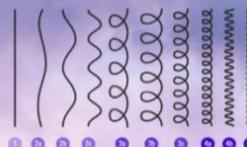


### Black child, your hair honors our overcoming, reminds us of our power, and celebrates self-love.

After slavery, we wrestled with how to assimilate our hair to fit white norms. But, the Black Power Movement, among other things, taught us we can be ourselves, love ourselves, and proudly reclaim what others tried to diminish! See Cicely Tyson's cornrows, Angela Davis' afro, Janet Jackson's Poetic Justice box braids, Erykah Badu's head wrap... Our HAIRstory is rich!

## Hair Types

Using a "hair typing system" can give you the language to describe your hair and teach you about your hair's characteristics. This may be one of the first steps you choose to take in your hair journey. In this system, Type 1s are straight, Type 2s



are wavy, Type 3s are curly, and Type 4s are coily/kinky. The A,B,C categories tell you the width of your wave, curl, or coil pattern.

Your hair should be soaking wet when you determine your hair type., and know that you may have more than one type!

**3C**

**3A**



shiny, large, loose curls the size of sidewalk chalk

**3B**



coarse, springy ringlets the circumference of a Sharpie marker



tight, corkscrew coils the circumference of a straw or pencil; strands are densely packed together with lots of natural volume

**4A**



mini, dense, springy, "s" shaped coils the circumference of a crochet needle

**4B**



fluffy, cottony, "z" shaped curls; densely packed but still defined

**4C**



densely packed, tightly coiled, less defined pattern

## Hair Products

Once you have an understanding of your hair type or types, you may also want to learn about porosity or other characteristics of your hair. The more you know, the better idea you'll have about what products and styles your hair may prefer!

Some popular brands you may look at using...



Cantu



Aunt Jackie's

Shea Moisture



Mixed Chicks



Curls

Creme of Nature Argan Oil

You will likely use a mix of brands! Look for detangler, shampoo, conditioner, leave-in conditioner, scalp/natural oil treatment, curl enhancer, styling gel, or whatever else your hair needs.

Tips:

You don't want to overuse product. This could lead to product build up or weigh down your curls. It may be helpful to find suggestions from naturalists who have a similar hair type as you to begin your product search.

## Hair Styling

Styling can be one of the most exciting parts of your hair journey! Our hair can do so many things. Google different styles, Youtube different tutorials to practice on your own, or go to a salon!



Afros, afro puffs, fro hawks, twist outs, twists, lemonade braids, box braids, goddess braids, braided bun, braided pony tails, press and curls, head wraps... You can choose what makes you look and feel good while keeping your hair healthy! Add color, clips, jewels, and bows freely; and always take care of your edges!

Every few months, you should also trim your ends before styling. This will help prevent breakage. And, remember protective styles like braids will typically last you longer (and should be your go-to if you'll be swimmin'!)

## Hair Care

As you find the right products for your hair, you'll realize that you use some more frequently than others, and that each serves it's own purpose in keeping your hair cared for. It is important that you establish consistent and appropriate routines. Setting aside time to do so helps keep your hair healthy and growing. Here are a few examples!

**Wash Day Routine - Every 1 to 2 weeks at most**

**Detangle:** The first thing you'll want to do before starting a wash routine is to detangle your hair. You can do this by first spritzing your hair with water to dampen it; then sectioning your hair into four or more parts. You'll apply a detangling product of your choice to each section and then finger comb (followed by wide tooth comb) until there are no knots or tangles.



**Wash:** Apply shampoo and finger comb it through all parts of your hair. Use your fingertips to massage the scalp. It may help to do this in sections or more than once if you have thick hair. \*\*shampooing is necessary, but it strips our hair of it's natural oils and shouldn't be done too often\*\*

**Condition:** After rinsing out your shampoo, you'll want to use conditioner to help keep your hair moisturized. You'll use much more conditioner than shampoo, and you'll want to leave the conditioner in for several minutes before rinsing it out. Make sure to especially condition the ends of your hair where it tends to be drier and prone to breakage.

**Comb and Oil:** Be sure to comb and oil your hair after washing/conditioning. Section your hair to make it more manageable and choose a leave-in conditioner if it will help in the process of combing. Depending on how you style your hair, you may decide to blow dry your hair. Use a dryer with a comb attachment and move from ends to scalp. Because you are applying heat, it will be even more important for you to oil your scalp and hair.

**Sleeping Routine - Every night**

**Moisturize** with a natural oil. A little oil goes a long way! Depending on the style you're wearing, you may need to braid, twist, or wrap your hair to protect it overnight. Sleep with a satin or silk bonnet or scarf. This will help prevent frizz, breakage, and dryness.



## Hair Confidence

This guide is one of many tools that may be a part of your hair journey. Remember that there is no "one-size-fits-all" advice that anyone can give. Your hair journey is your own. You're lucky to be a part of a legacy of blackness that will support you in that journey, so never get discouraged or give up. Continue to learn and practice maintaining healthy hair. Be comfortable and confident because of it. Wear your hair proudly. Know how important it is and how important you are.

You are an Afro Beauty.



**Please watch:**

- Blackish: Hair Day (Season 6, Episode 11)
- Nappily Ever After (Netflix original movie)
- Braided: An American Hair Story (ELLE documentary)
- Don't Touch My Hair (Solange)

**Please listen to:** I Am Not My Hair (India Arie)

**Please read:**

- Hair Story: Untangling the Roots of Black Hair in America

**Please know:**

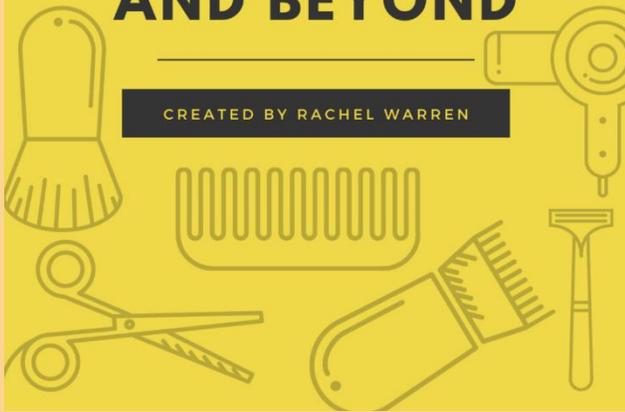
There are so many resources that tell our history, celebrate our essence, and help us get to where we want to be. Set goals for yourself and trust that taking care of your hair is a rewarding and beautiful process!

## Resources: Buzz Cuts and Beyond



# BUZZ CUTS AND BEYOND

CREATED BY RACHEL WARREN



## HAIR INSPIRATION

"Black hair is love. Black hair is power. Black hair is sacrifice. The seemingly simple choice to shape it as we choose is a daily decision that, in effect, activates and extends Black pride, mystique, and flair - not just for us, but to the outside world as well."

- Tirhakah Love



"You are growing into consciousness, and my wish for you is that you feel no need to constrict yourself to make other people comfortable."

- Ta-Nehisi Coates



Never forget... Your hair is good hair. Your hair is beautiful hair. Your hair is powerful hair. Your hair belongs in every room you walk into in whatever style you choose.



## HAIR HISTORY

### Black child, your hair told stories of identity.

In Africa, hairstyles were used to represent you! Your hair would tell others what tribe you came from, your social status, your marital status, your religion... It would tell others whether you were mourning or celebrating or preparing to go to war. Men often kept their hair long because length was associated with life experience and wisdom. The longer a man's hair was the wiser others thought he was.



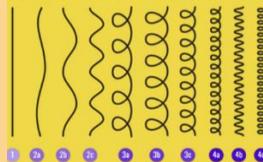
When we were taken from Africa to be used as slaves in America, the white slave masters shaved our heads. Over time, as we survived slavery and our hair grew back, white slave masters continued to require us to keep short haircuts. This was a way to take away our humanity, our identity, and our connections to each other and the Motherland.

### Black child, your hair honors our overcoming, reminds us of our power, and celebrates self-love.

After slavery, we wrestled with how to assimilate our hair to fit white norms. Black men felt that by imitating the hairstyles of white men they could improve their social status and earn a higher degree of respect from white men. But, the Black Power Movement, among other things, taught us we can be ourselves, love ourselves, and proudly reclaim what others tried to take away! See Bob Marley's locs, Allen Iverson's cornrows, Colin Kaepernick's afro, and the entire cast of Black Panther... all inspired by a rich HAIRstory. Men today are increasingly embracing the movement of resistance, self-expression, and freedom through their natural hair.

## HAIR TYPES

The longer your hair is, the more important it will be to understand what type of hair you have. This will help you take care of it and style it! Using a "hair typing system" can give you the language to describe your hair and teach you about your hair's characteristics. In this system, Type 1s are straight, Type 2s are wavy, Type 3s are curly, and Type 4s are coily/kinky. The A, B, C categories tell you the width of your wave, curl, or coil pattern. You may find that you have more than one type of hair.



Finding your curls may be challenging if your hair is very short. You may want to try using a sponge brush and a curling product, looking up tutorials on YouTube, or asking a Black barber for support in understanding your hair!

3A

shiny, large, loose curls the size of sidewalk chalk

3B

coarse, springy ringlets the circumference of a Sharpie marker

3C

tight, corkscrew coils the circumference of a straw or pencil; strands are densely packed together with lots of natural volume

4A

mini, dense, springy, "s" shaped coils the circumference of a crochet needle

4B

fluffy, cottony, "z" shaped curls; densely packed but still defined

4C

densely packed, tightly coiled, less defined pattern



## HAIR PRODUCTS

Once you have an understanding of your hair type or types, you may also want to learn about porosity and other characteristics of your hair. The more you know, the better idea you'll have about what products and styles your hair may prefer!

Some popular brands you may consider using....



Cantu



Curls



Creme of Nature Argan Oil

### Shea Moisture

You will likely use a mix of brands and products. Look for detangler, shampoo, conditioner, leave-in conditioner, scalp/natural oil treatment, curl enhancer, styling gel, or whatever else your hair needs. **All hair, regardless of length, will need some products** (ex. shampoo, conditioner, moisturizer). However, the longer your hair and the style you want will determine which and how many more products you'll use.

Tips:

Avoid sulfates, isopropyl alcohol, formaldehyde or propylene glycol. These ingredients are prone to dry out your hair and irritate your scalp.

## HAIR STYLING

Buzz cuts, high fades, burst fades, neck tappers, line ups, mohawks, fro hawks, hair designs, curly high tops, twists, dreads, braids.... the possibilities are endless. Long or short, find what suits you and wear it proudly!



## HAIR CONFIDENCE

This guide is intended to help you think more deeply about your hair. Remember

## HAIR CARE

It is important to establish consistent and appropriate routines to maintain healthy hair. The length of your hair and the style you choose to wear it in may vary, but you still need to set aside time to take care of your hair. Here is an example!

### Wash Day Routine

**Detangle:** Depending on the length of your hair, you may want to detangle your hair before you begin washing. You can do this by first spritzing your hair with water to dampen it and applying a detangling product of your choice. You'll finger comb (followed by wide tooth comb or detangling brush) until there are no knots of tangles.

**Wash:** Apply shampoo and finger comb it through all parts of your hair. Use your fingertips to massage the scalp. It may help to do this in sections if you have thick hair.

\*\* shampooing is necessary, but it strips our hair of it's natural oils and shouldn't be done too often (typically once per week) \*\*

**Condition:** After rinsing out your shampoo, you'll want to use conditioner to help keep your hair moisturized. You'll use much more conditioner than shampoo, and you'll want to leave the conditioner in for several minutes before rinsing it out.

\*\* conditioning is especially important after you shampoo, but you may also condition your hair even when you don't shampoo. This will keep your scalp hydrated and prevent hair breakage \*\*

**Moisturize and Style:** After drying your hair, use a leave-in conditioner or oil to add an additional layer of protection. Depending on the style you choose, you may need to add a styling cream, use a sponge brush for curls, or add other details to your routine! No matter what... always remember to moisturize your hair daily!



YouTube tutorials about hair care

[https://www.youtube.com/watch?v=kIG\\_m856Wso](https://www.youtube.com/watch?v=kIG_m856Wso) (LITTLE BLACK BOYS NEED WASH DAY TOO!)

<https://www.youtube.com/watch?v=8NZ-3QDvmek> (Back 2 School - Boys Natural Hair Routine)

<https://www.youtube.com/watch?v=xjIAk63d84> (Busy 16 Month Old Toddler Hair Routine)

YouTube tutorials about techniques

<https://www.youtube.com/watch?v=yumJXEiEkoY> (How To Sponge Twist Your Afro)

## HAIR CONFIDENCE

This guide is intended to help you think more deeply about your hair. Remember there is history and culture that you carry in your hair. You can show your power, your pride, and your personality through your hair. You're lucky to be a part of a legacy of blackness that will support you in your hair journey. No matter what length you choose to wear your hair at, always take care of it. Keep it healthy, style it freshly, and wear it proudly. Know how important it is and how important you are, Black King.



### Please watch:

Loves Me Like a Rock (The Ojays) full scene from The Fighting Temptations (movie)  
<https://www.youtube.com/watch?v=4jLPJiIS6Mo>

Blackish: Chop Shop (Season 2, Episode 8)

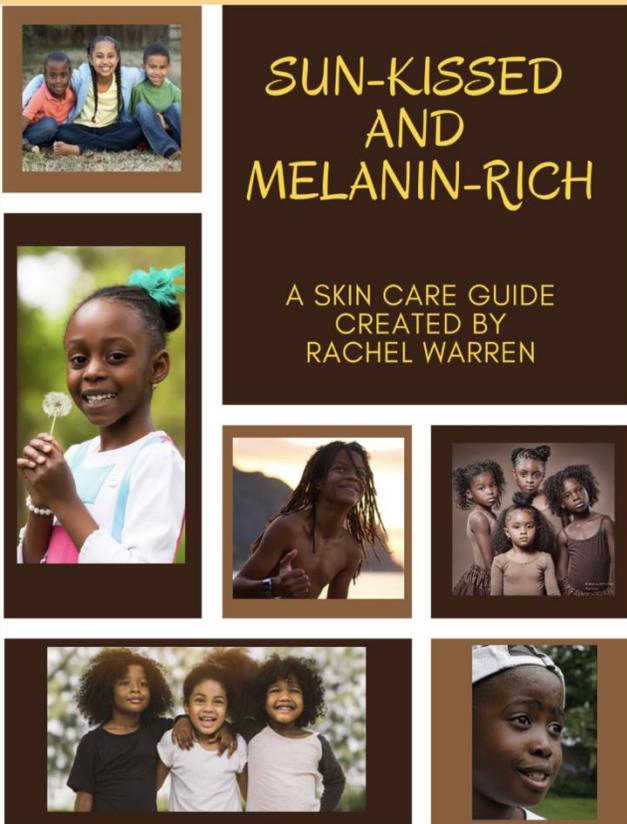
Barbershop (movie)

Black Gold (Esperanza Spalding)

### Please know:

There are so many resources that tell our history, celebrate our essence, and help us get to where we want to be. Don't be afraid to try something new, and trust that taking care of yourself and your hair is worth it!

## Resources: Sun Kissed and Melanin-Rich Skin Care



### SUN-KISSED AND MELANIN-RICH

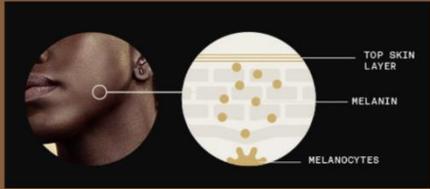
#### A SKIN CARE GUIDE CREATED BY RACHEL WARREN

### BROWN SKIN IS SPECIAL

*"The blacker the berry, the sweeter the juice."* ✨

From light olive brown to mahogany to ebony and everything in between, the shades of brown skin are numerous. This is all thanks to melanin!

Melanin comes from melanocytes in our skin. No matter what skin color, every single one of us has essentially the same number of melanocytes. But, the type and amount of melanin that the melanocytes makes is what determines your skin color. The richer you are with melanin, the darker your skin. Melanin also helps determine the color of your hair and eye color!



### BROWN SKIN IS A BLESSING

*"Brown skin girl, your skin just like pearls. The best thing in the world. I never trade you for anybody else."* - Beyoncé ✨

Your melanin-rich qualities are powerful beyond making you look good.

Melanin protects cells that produce collagen. Collagen is your body's most abundant protein. It helps hold your body together including giving your skin structure and a natural glow. More melanin means more collagen and more healthy skin.

Melanin also works as an antioxidant. This means that it helps block free radicals, particularly from the sun, from causing damage or illness to your body.

Melanin preserves skin cell DNA, preventing age spots and wrinkles. This keeps you looking young and fresh even as you age!

### BROWN SKIN IS PRECIOUS

*"I'll tell you what you should do when you get up in the morning: look yourself in the mirror and say, 'I love me!'"* - Erica and Tina Campbell ✨

Our melanin is every good thing, but we cannot take it for granted. We must take pride in our brown skin by caring for it well.

In the same way that your shade of brown is unique to you, so is your skin type! Two different people with similar shades of skin color may need different care because of their skin type. Here are three examples of skin types:

#### Oily Skin

The skin secretes natural oils to help keep itself moisturized. Clearly visible pores, a glossy shine, and frequent acne breakouts are common with this skin type. Oily skin DOES NOT mean hydration is not needed.

#### Dry Skin

This skin type may feel rough, be prone to itching, and need extra, extra hydration to show its radiance. This skin type does not produce enough of what it needs to retain moisture and strengthen the skin's protective shield.

#### Combination Skin

A mix of oily spots (typically around the nose and eyes, aka the "T" zone) and dry spots (typically on the cheeks and around the mouth). It is also particularly common for this skin type to have pronounced change with the seasons (oily in the summer, dry in the winter).

There are some characteristics of your skin you'll know right away, and others you'll learn over time. The more you learn about your skin, the better you'll be able to care for it. For example, finding a key word like **non-comedogenic** on a product is good for all of us, but especially for people with oily skin. Or, you may realize you need a oil-based cream for ultra-hydration (dry skin) rather than a water-based lotion (oily skin). You'll want to get the right products and establish routines to keep your skin healthy. As you choose the right fit product, <https://www.ewg.org/skindeep> is a website that can also help you determine how safe it is!

As a starting point, it may be helpful to look into some ingredients that our melanin-rich skin generally tends to rely on including: **Shea Butter**, **oats**, **aloe vera**, **almond oil**, **jojoba oil**, **cocoa butter**, and **ceramides**. Prioritize vitamins (particularly **Vitamin E**) and **avoid** using synthetic fragrances, **phthalates**, **parabens**, **sulfates**, and **alcohols** that can irritate our skin. Consider researching and using these brands/products (baby, kid, and youth versions):



SheaMoisture



Aveeno



Aquaphor



Palmer's Cocoa Butter

You may also consider...

- Eucerin
- Cetaphil
- CeraVe
- Dove
- Vaseline Cocoa Radiant

As a general rule, melanin-rich skin of all types requires daily moisturizing from head to toe, especially right after bathing/showering to lock in water. Moisturizing daily with lotion or cream is essential to keeping the skin hydrated.

Another product you should be sure to have is **sunscreen**. Even though our melanin gives us some natural protection from the sun, we must use sunscreen to help fully keep our skin from being damaged. Consider your skin type and look for similar ingredients and brands listed above. There are also Black-made brands like **Black Girl Sunscreen** which includes Shea butter, aloe, jojoba seed oil, and eliminates the white residue of other sunscreens.

\*\*\*\*\*

Something you may be aware of as you tend to your skin is **eczema**. Eczema is a skin condition that happens when the body's immune system overreacts to certain stimuli. The body defends itself from the stimuli by releasing chemicals that cause inflammation and itching. Eczema is common and treatable.

If you have eczema, you may experience flare-ups of painful itching, and you may have thick patches of dark brown, chalky grey, cracked, or bumpy skin that is different from your natural skin color and texture. For a lot of us, eczema happens on our neck, the inside of our elbow, our wrists, our ankles, or on the inside of our knees. **Eczema is triggered and feels worse when** in contact with excessive heat, pollen, grass, dust, smoke, irritating soaps or detergents, and some food allergies. When a flare-up happens, apply a cool washcloth to the skin and dab on an effective ointment (there are great products for eczema relief in the brands listed above). **Avoid itching** as much as possible to avoid further irritation and infection. **Other tips:** bathe daily for 5-10 minutes in lukewarm water (**avoid hot water**); pat instead of rub to wash and dry; **use a humidifier** to put moisture in the air and hydrate your skin; **check in with a physician**.

### BROWN SKIN IS HONORABLE

*"The Black skin is not a badge of shame but rather a glorious symbol of national greatness."* - Marcus Garvey ✨

This is one of the most important parts of caring for your skin... Acknowledge your skin color boldly. It matters who you are on the inside, but who you are on the outside is part of you too! It's something to be so proud of, and it makes you so good-looking that it can't be ignored! Speak positively over your skin qualities. Use language that reminds you of the warmth and worth you carry in your skin color. When people make you feel that this isn't true, hold your head high and let the glow shine stronger. You are melanin-rich and that's a gift. A pure thing. Learn about your skin; nurture your skin; and celebrate all that it means to have the color you have!

Enjoy your skin care journey!  
Here are some great resources to help you continue to do this:

- **Brown Boy Jay** (Thomishia Booker)
- **I Am Every Good Thing** (Derrick Barnes)
- **Not Quite Snow White** (Ashley Franklin)
- **Sulwe** (Lupita Nyong'o)
  - or watch the author read it as a part of **Bookmarks** a series by Marley Dias
- **Black is a Rainbow Color** (Angela Joy)
- **The Skin I'm In** (Shannon G. Flake)
- **Blended** (Sharon M. Draper)
- **Piecing Me Together** (Rendee Watson)
- **"Black Like Us"** (Blackish Season 5, Episode 10)

- **I Need You to Know: The ABC's of Black Girl Magic** (Lora McClain-Muhammad)
- **I Need You to Know: The ABC's of King's Greatness** (Lora McClain-Muhammad)
- Shows and movies that exude and center the joy and excellence of brown skin like **Motown Magic**, **Jingle Jangle**, **Cinderella** with Brandy and Whitney Houston, **Jump In!**, **Black Panther** are also wonderful resources.
- **We become more comfortable in our skin when we talk about it, see it in stories, are surrounded by it in real life, color it in pictures, watch it on screen, hear from it music, and know its legacy!**

## Resources: [Box of BLACK Excellence](#)

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Often times, Black youth in foster care find themselves in predominately White spaces, being supported by predominately White adults: White foster parents, White therapists, White social workers, and White teachers. Though these adults are highly skilled, deeply loving, and well-intentioned, there are times that they don't have the resources or life experience to shape Black youth specifically in regards to Black self-love and life.

The **Box of Black Excellence** initiative is a way to equip White caretakers and to empower Black youth navigating these various placements. Each box is decorated with inspiring images of Black Excellence, and is full of Black books, Black movies, Black music, Black dolls and more. The idea is to promote Black Boy Joy and Black Girl Magic, and to provide a way for Black youth in care to engage in continuous learning and celebration of Black history and culture alongside their caretakers.

In Dane County when a Black child is placed in a White foster home, a Box of Black Excellence will be delivered for them. This will not only celebrate their culture and race, but also will provide foster parents with ideas of items to have in their home to promote transracial parenting.



## Resources: Latino Resources

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### LATINO EVENTS

- **Latino Culture:** <https://www.visitmilwaukee.org/articles/unique-unites/celebrate-latino-culture/>
- **Hispanic & Latino Festivals:** <https://www.everfest.com/lists/cultural-hispanic-latino-festivals>
- **Events that Commemorate Hispanic Heritage:** <https://www.aarp.org/home-family/friends-family/info-2021/hispanic-heritage-month-events.html>

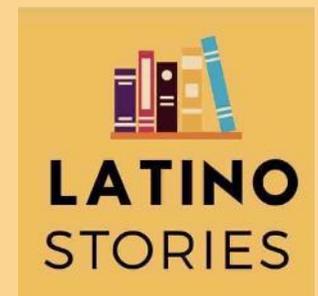
### COMMUNITY RESOURCES & ORGANIZATIONS

- **Centro Hispano** provides a range of programs that support Dane County's Latino population: <https://www.micentro.org/>
- **LatinX Parenting.** A bilingual organization rooted in children's rights, social and racial justice, antiracism, and the practice of nonviolence. <https://latinxparenting.org/>
- **Enlaces América** -- Heartland Alliance for Human Needs and Human Rights: <https://www.heartlandalliance.org/>
- **Latino Academy of Workforce Development.** Latino Academy provides education and job training opportunities for the Latinx: <https://www.latinoacademywi.org/>



### BOOKS, ARTICLES, PODCASTS & VIDEOS

- Book -- **Parenting with Pride Latino Style:** How to Help Your Child Cherish Your Cultural Values and Succeed in Today's World
- Book -- Latino Parenting Book: **Arroz Con Pollo and Apple Pie**
- Book -- **Arrorró, Mi Niño:** Latino Lullabies and Gentle Games
- **100 Spanish Language Resources for Bilingual Parents:** <https://www.puravidamoms.com/100-spanish-language-resources-for-bilingual-parents/>
- **Elements of Latinx Culture to Help Teens Thrive in an Upside-Down World:** <https://parentandteen.com/help-latinx-teens-thrive/>



### EDUCATION & PROFESSIONAL

- **Major Holidays and Celebrations of Spanish-Speaking countries:** <http://www.rilatinoarts.org/LatinoHolidays.html>
- **Literacy Network.** Free literacy, English as a second language and citizenship classes: [www.litnetwork.org](http://www.litnetwork.org)
- **Latino Chamber of Commerce:** <http://lccmadison.org/>
- **The Latino Family Literacy Project:** <https://www.latinoliteracy.com/programs/>



## MEDIA & MUSIC

- Latino Support Network of Dane County: <https://www.facebook.com/LaSupNetwork/>
- La Movida Radio Station: [www.lamovidaradio.com](http://www.lamovidaradio.com)
- La Comunidad News. A Spanish language newspaper: [www.wisclatinonews.com/](http://www.wisclatinonews.com/)
- Podcast -- **LatinX Parenting**: <https://www.jstor.org/stable/1493232>
- Videos – Children’s Resources, Virtual museum tours, art projects, games: <https://www.themujerista.com/the-blog/these-latinx-activities-and-resources-will-keep-kids-learning-and-entertained-during-covid-19>
- How Parents can Draw from LatinX Family Values to Help Teens Navigate Stress: <https://parentandteen.com/qa-gabriela-livas-stein-latinx-family-values/>
- Videos – Conversations with LatinX families: <https://maec.org/covid-19/a-conversation-with-latinx-families/>



## INTERPRETATION SERVICES

- WI Courts: <https://www.wicourts.gov/services/interpreter/search.htm>
- Language Access: <https://wifacets.org/about-us/language-access>



## HEALTH & WELLNESS

- **Latino Health Council.** The Latino Health Council is a non-profit comprised of over 40 key healthcare related organizations and agencies throughout Dane County: <https://www.latinohhealthcouncil.org/>
- **The National Alliance For Hispanic Health:** [www.hispanichealth.org](http://www.hispanichealth.org)
- **Teen Pregnancy Prevention:** <https://powertodecide.org/>
- **Mental Wellness in the LatinX Community:** <https://www.nami.org/Support-Education/Mental-Health-Education/NAMI-Compartiendo-Esperanza-Mental-Wellness-in-the-Latinx-Community>



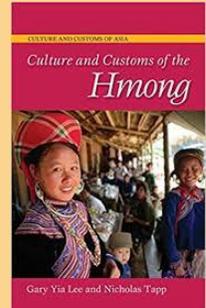
## Resources: Asian American Resources



### HMONG RESOURCES

#### Websites:

- Cultural Profile  
<https://ethnomed.org/culture/hmong/>
- Hmong Madison  
<https://hmongmadison.com/index.php>
- Gompers Elementary Library Media Center: Hmong Culture Resources  
<https://madison.campusguides.com/c.php?g=390137&p=2649701>
- The Hmong Institute  
<http://thehmonginstitute.org/>
- Kennedy Heights Community Center  
<http://www.khcommunitycenter.org/2017AnnualBudget2.html>
- The Hmong Language and Cultural Enrichment Program  
<http://www.hmongenrichment.org/>
- Hmong Facebook Group  
<https://www.facebook.com/HmongAE/>



**Camps:** <https://hmonglceyouth.wixsite.com/hmonglceyouthcamp>

**Music:** <https://spinitron.com/WORT/show/160206/Hmong-Radio>



#### Videos:

- Hmong New Year Celebration  
<https://www.youtube.com/watch?v=cuOaLI0GXhq>
- Miss Hmong Madison 2020  
<https://www.youtube.com/watch?v=y1Koiogd58w>



#### Books:

- Lao and Hmong Children's Books  
<https://www.pragmaticmom.com/2017/11/lao-and-hmong-childrens-books/>

### CHINESE RESOURCES

#### Articles about parenting:

- American and Chinese Parenting Styles  
<https://international.uiowa.edu/news/american-and-chinese-parenting-styles>
- Research about traditional Chinese parenting



<https://parentingscience.com/chinese-parenting/>



## EAST INDIAN RESOURCES

### ARTICLES ON PARENTING:

- Ways to keep children connected to their Indian roots  
<https://www.womensweb.in/2020/09/abroad-kids-connected-culture-sept20wk4mad/>
- Parenting in the Indian Culture  
<https://www.hellomotherhood.com/parenting-in-the-indian-culture-9889722.html>

### BOOKS:

20 Vibrant Books That Introduce Indian Folktales, Culture, and History to Kids  
<https://www.readbrihtly.com/books-that-introduce-indian-culture-history-to-kids/>

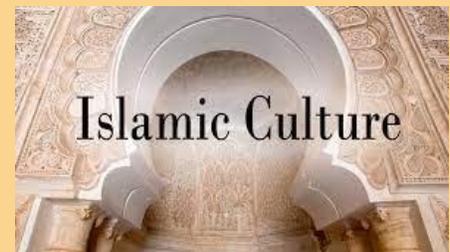
30 Children's Books on Indian Culture and Festivals  
<https://lovelaughmirch.com/30childrensbooksindianculture/>



## ISLAMIC RESOURCES

### WEBSITES:

- Madinah Community Center  
<https://madisonmuslims.org/>  
<https://madisonmuslims.org/video/>



### ARTICLES ABOUT PARENTING:

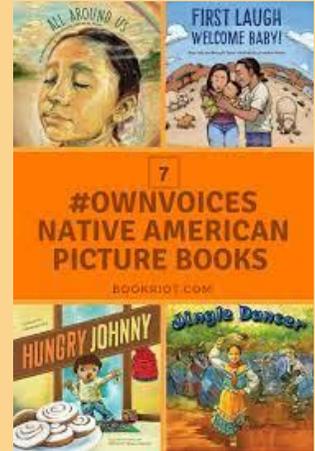
- An Islamic Perspective on Child Rearing and Discipline  
<https://www.incultureparent.com/an-islamic-perspective-on-child-rearing-and-discipline/>
- Tips For Raising Muslim Youth in American Culture  
<https://www.beliefnet.com/love-family/parenting/7-tips-for-raising-muslim-youth-in-american-culture.aspx>



## Resources: Native American Resources

### BOOKS:

- **Explore Native Wisconsin** – Pat Dillon and Jeremiah Junkers
- **Rabbit-Proof Fence: The True Story of One of the Greatest Escapes of All Time** – Doris Pilkington and Nugj Garimara (also a movie- 2002)
- **100 Native American Children’s Books**  
<https://coloursofus.com/32-native-american-childrens-books/>



### WEBSITES:

- **Native American Tourism of Wisconsin**  
<https://natow.org/>
- **Wisconsin First Nations**  
<https://wisconsinfirstnations.org/>
- **Wisconsin State Tribal Relations Initiative**  
<http://witribes.wi.gov/>
- **Brothertown Indian Nation**  
<https://www.brothertownindians.org/?id=1>
- **Kids Forward**  
<https://kidsforward.org/wisconsins-native-communities/>
- **State of Tribes Address**  
<https://wisconsinexaminer.com/2021/05/12/state-of-the-tribes-address-highlights-racism-and-economic-challenges-threats-to-wisconsins-environment/>
- **Indian Child Welfare Act**  
<http://www.tribal-institute.org/lists/icwa.htm>



### VIDEOS & MOVIES:

- The History and Spirit of ICWA (Indian Child Welfare Act – 1978): <https://www.youtube.com/watch?v=yAcLsvEubwE>
- The Only Good Indian – movie 2009
- Molly of Denali – animated series for children
- Netflix movie – Anne With an E



### EVENTS:

#### Pow Wows:

<https://calendar.powwows.com/events/categories/pow-wows/pow-wows-in-wisconsin/?nonitro=1>



### **UMOJA Camp**

A Black Heritage Experience. Umoja is a weekend experience for families that have Black/Bi-racial children being raised by parents or guardians of another ethnicity. Also a place where tweens and teens address their racial identity. <https://evolveservices.org/blog/summer-camps/>

### **Camp-To-Belong**

The main program is a summer camp at which children placed in out-of-home care can be with their biological siblings to build shared memories and connections. A main objective of the camp is reuniting and connecting Wisconsin siblings involved with the child welfare system. Their website: <https://www.ctb-wi.org/>

### **Milwaukee Center for Independence**

The Milwaukee Center for Independence (MCFI) provides an Adventures for LIFE camp for older kids and young adults (ages 12-30) with developmental disabilities. Day camp activities include swimming, cooking over a fire, archery, kayaking, fishing, a ropes course, and geocaching, all of which are geared toward teaching people with special needs to learn independence in a fun, outdoor environment. <https://wifostercareandadoption.org/wp-content/uploads/2019/06/summer-camp-options.pdf>

### **Royal Family KIDS**

Royal Family Kids (RFK) is a faith based organization whose mission is to transform communities by interrupting cycles of neglect, abuse and abandonment of children in the foster care system. We fulfill our mission by providing an array of programs, all directed toward changing the trajectory of young lives which usually include a combination of academic failure, drug abuse, teen pregnancy, sex trafficking, homelessness, and incarceration. <https://rfkids.org/mission-values-vision/>

### **La Semana (camp is in MN)**

La Semana is a culture day camp for children adopted from Latin America. La Semana is held annually in July/August in Minnesota and attracts adopted children from across the U.S. and even internationally.

<https://evolveservices.org/blog/summer-camps/>



### **Camp Masala (camp is in MN)**

Camp Masala is a weekend camp for children of Indian heritage and their families. Our goal is to facilitate our children's education about Indian culture in a fun environment. Children will be surrounded by other children who look like them and other families who are built like theirs.

<https://evolveservices.org/blog/summer-camps/>

## Final Thoughts

Thank you for investing time and energy to engage with the Dane County **Transracial Parenting Guidebook**.

Not everything that is faced can be changed. But nothing can be changed until it is faced.

— James A. Baldwin —

It is our hope that you better understand the importance of race and culture for your family and for your foster child, and that you have learned helpful hints, and parenting tips along the way.



**It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.**

***Audre Lorde***



Please continue using the resources shared, for the benefit of your foster child and your family.

May your learning not end here, it will be essential to continue the important journey of understanding your foster child's sense of racial identity and culture.

Let's continue to work together towards the larger **Vision** that all children who are placed in out-of-home care will have their physical, emotional and cultural needs met. All out-of-home care providers and the social workers that support them will acknowledge and honor the specific physical, emotional and cultural needs of all children in placement.

