

Relationship-Based Professional Development Credential Course

Learning Activities for Session 4 – Professionalism: Equity and Cultural Responsiveness

Please note: The RBPDP Credential materials are owned by the Minnesota Department of Human Services, Child Services Division. The materials will be available on Canvas during the course and for one week after the course ends. You are responsible for downloading any materials that you would like to keep for your records.

Session 4 Overview

Course Level:

2

Knowledge Competency Framework for Early Childhood Practitioners:

Content Area V: Historical and Contemporary Development of Early Childhood Education 1 hour

Content Area VI: Professionalism 2 hours

RBPDP KCF Content Areas:

I. Professional and ethical practices

CDA Content Area:

Professionalism

Learning Objectives:

- Objective 1: Identify strategies to promote culturally responsive RBPDP and address implicit bias
- Objective 2: Analyze case studies and apply the strategies

Reading: Session 4 Documents

Lecture Notes, PPTs and Handouts:

- RBPB Glossary
- Session 4 PPT Equity and Cultural Responsiveness
- Session 4 Lecture Notes A –Equity and Cultural Competence
- Session 4 Lecture Notes B –Self Awareness and Implicit Bias
- Session 4 Pertinent Codes of Ethics handout
- Session 4 Case Studies and Planning Sheet
- Session 4 Reflection on Cultural Responsiveness & Equity Competencies

Articles:

1. Article: NPR on Gilliam study on bias in preschool **(Read in preparation for the chat):**
<http://www.npr.org/sections/ed/2016/09/28/495488716/bias-isnt-just-a-police-problem-its-a-preschool-problem>

Web Links:

- Project Implicit: <https://implicit.harvard.edu/implicit/> (Complete at least one assessment prior to the video chat)
- Advancing Equity in Early Childhood Education: A Position Statement of the National Association for the Education of Young Children:
<https://www.naeyc.org/resources/position-statements/equity>
- Code of Ethical Conduct and Statement of Commitment (2011.) NAEYC.
http://www.naeyc.org/files/naeyc/image/public_policy/Ethics%20Position%20Statement2011_09202013update.pdf
- Code of Ethical Conduct Supplement for Early Childhood Adult Educators (2004.) National Association for the Education of Young Children (NAEYC).
https://www.naeyc.org/sites/default/files/globally-shared/downloads/PDFs/resources/position-statements/ethics04_09202013update.pdf
- International Coaching Federation Code of Ethics for Coaches <https://coachingfederation.org/app/uploads/2021/01/ICF-Code-of-Ethics-1.pdf>

Discussion Board:

Initial Post is due , with at least 3 additional response posts to other participants by .

- Select a case study from the *Case Studies and Planning Sheet*. Think about and write a brief paragraph responding to the Planning Sheet questions:
 1. Self-awareness: what are your own beliefs and practices related to the situation? Are there any potential “hot spots” (biases) or “blind spots” (lack of knowledge or self-awareness) for me in this situation?
 2. Try taking another perspective: what might this mean for the other person? How might they be feeling?
 3. How might you begin to build trust?

Video Chat Discussion:

Before the chat, read Lecture Notes A and B. Go to *Project Implicit* (web link listed under Readings and in Lecture Notes B for this week) and complete an assessment. Reflect on the results and your own self-awareness. Read the NPR article on the Gilliam study.

Video Chat questions:

Related to self awareness

- How might your own beliefs and upbringing influence or affect your RBPD interactions?

Related to cultural humility

- Lecture Notes A quotes the Coaching Manual of First 5 Alameda County as follows:

“As a partner, a coach learns about her/his client’s unique perspectives and mix of cultures, and what that mix means to that individual client.”

How have you (or might you) do this with an RBPD partner?

Related to implicit bias

- Which of the strategies for addressing bias might you find most useful personally?
- Which of the strategies for countering bias mentioned in the Lecture Notes can you imagine trying with an early childhood provider if you observed biased behavior? Why? How?

Reflection Assignment:

Complete the *Reflection on Cultural Responsiveness and Equity Competencies* which may be found in the documents for this week. Based on the reflection, discussion board, and video chat conversations, write a reflective summary (@ $\frac{2}{3}$ page) on take-aways and a goal for your own work in this area. (Feel free to include your responses to the tool if you like.)

Assignment for Session 5

(this will be used in the message board for Session 5): Interview 2 adults (if at all possible, they should be early childhood educators who work with children) about learning by asking them the following questions:

- When you want to learn something new, for example a new teaching strategy (for non-educators it could just be learning to do something new), how do you prefer to learn about it?
- What is challenging about learning something new?
- How do you determine when/how you have been successful in learning the new way of doing something?