PRIDE

Positive Racial Identity Development in Early Education

A program of the Office of Child Development

IMPACT REPORT

Working with educators, families, and communities to support the positive racial identity development of young Black children in Pittsburgh & beyond.

University of Pittsburgh
Office of Child Development
School of Education

DOWNLOAD
THE 2016 PITTSBURGH P.R.I.D.E.
ENVIRONMENTAL SCAN
Or visit https://www.racepride.pitt.edu

P.R.I.D.E. is a division in the Office of Child Development at the University of Pittsburgh School of Education, founded in response to a 2016 environmental scan of race & early childhood in Pittsburgh.

A BRIEF THANK YOU

We are extremely grateful to all of our funders over the years for supporting our important work which would also not be possible as well without the consistent support and participation of the wonderful families and educators we've engaged with over the years. We also greatly appreciate the support we receive from the University of Pittsburgh. We thank you all for recognizing the significance of P.R.I.D.E.

Our Mission

P.R.I.D.E. supports the positive racial identity development of young Black children aged 0-8 by helping the important adults in their lives gain the racial socialization knowledge, skills, and resources needed as they care for and educate children. We improve the lives of Black children in Pittsburgh and beyond through research and evidence-based programs, strategies, and models grounded in community feedback.

Our Vision

Our vision is a world in which a child's race does not determine their life chances nor their ability to grow and develop in healthy ways.

OUR MISSIONS

FOR CHILDREN

We want all Black children to understand, celebrate, and fully embrace their race, culture, and heritage.

FOR TEACHERS

We want educators to discuss race effectively and freely with young children, and to make race and cultural competence central to their teaching philosophy and practice.

FOR FAMILIES

We want parents and caregivers of children identifying as Black to understand how to positively support their racial identity development.

FOR COMMUNITIES

We want communities to understand and value early childhood, be aware of the ways race impacts children, and appreciate the value of positive racial identity.

FOR EVERYONE

We continuously evaluate our programs and share what we learn with leaders in early childhood education through publications, presentations, Speaker Series events, and more.

P.R.I.D.E. Director of Engagement Medina Jackson at a P.R.I.D.E. Pop-Up Mini Art Festival.

If we don't stand up for children, then we don't stand for much.

-Marian Wright Edelman

OUR SERVICES

CONSULTATION

PRESENTATIONS

PROFESSIONAL DEVELOPMENT

COMMUNITY ENGAGEMENT EVENTS

Dr. Aisha White presenting at the 2023 First Up annual conference

NATIONAL AND INTERNATIONAL REACH

In addition to our local work, P.R.I.D.E. has consulted with PBS and the Committee for Children, engaged with organizations in Virginia, Texas, and California, and delivered content to educators in South Africa, France, and Ghana.

The P.R.I.D.E. Program team is available to discuss delivery of our consulting, presentation, and professional development services to programs and organizations.

P.R.I.D.E. STRATEGIES

SPEAKER SERIES EVENTS

Our Speaker Series and other public events feature well-known scholars and practitioners, who raise awareness around issues of race and young children and serve as a catalyst for training, professional development, and curriculum development. Speakers have included Drs. Beverly Daniel-Tatum, Valerie Kinloch, Kerry-Ann Escayg, Iheoma U. Iruka, Stephanie Curenton, Tania Durden, Erin Winkler, Britt Hawthorne, and Brown Mamas founder Muffy Mendoza.

ARTIST RESIDENCY

The P.R.I.D.E. artist residencies pair trained P.R.I.D.E. artists with schools and community based organizations where artists engage in Africana art practices and cultural activities that foster positive racial identity.

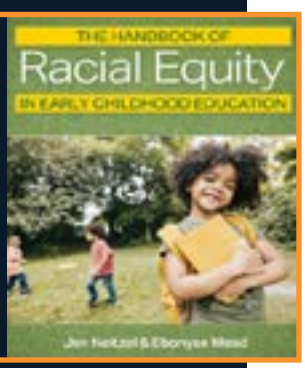
PARENT VILLAGE WORKSHOPS

The P.R.I.D.E. Parent Village curricula consist of 1) an 'original' training model based on core child development needs designed to help parents understand race, culture, racial identity and socialization, and 2) a Black Language series designed to help parents and their children learn about and appreciate the way many Black people speak. Both series support parents in building pride in their children.

PRESENTATIONS

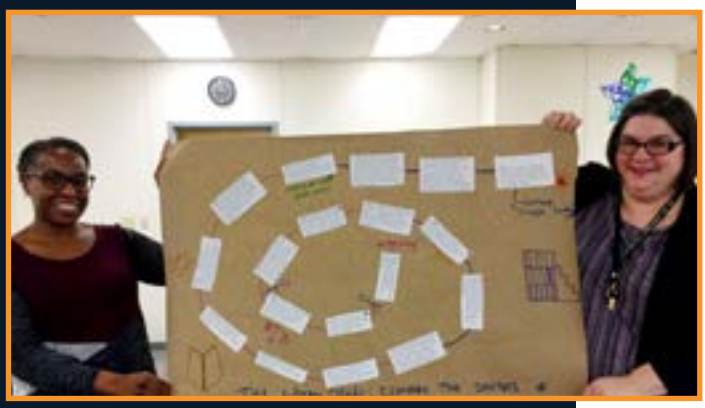
We are happy to connect with media outlets, organizations, and programs to spread the word about race, young children, and positive racial identity. Please reach out to the P.R.I.D.E. team to discuss arrangements for interviews, talks, and other presentations.

P.R.I.D.E. Director Dr. Aisha White contributed a chapter (Positive Racial Identity Development) to the Handbook of Racial Equity in Early Childhood Education



P.R.I.D.E. RESEARCH & EVALUATION

The P.R.I.D.E. team is committed to using the research literature to enhance design and delivery of programming by regularly discussing articles and other resources focusing on children and race. P.R.I.D.E. also utilizes other strategies for program assessment, development , and improvement, including pre and post surveys, polls, and feedback sessions. Additionally, the program contributes to the research literature through popular and scholarly writings which appear in journals and books.



Brittany Thurmond and Caralee Sommere from the Carnegie Library of Pittsburgh Professional Development series

PROFESSIONAL DEVELOPMENT

P.R.I.D.E.'s professional development (PD) model is both robust and continuously improving. The 5-module series is designed to help educators and others understand 1) the importance of doing personal (internal) racial awareness work, 2) the history of race and racism in America, 3) the ways children learn about and are impacted by race, 4) the history of race in the early childhood profession, and 5) practical ways to apply new learning. P.R.I.D.E. PD is typically delivered virtually, although in-person trainings are negotiable.

Members of the inaugural P.R.I.D.E Teacher Cohort with Drs. Aisha White and Shannon Wanless

TEACHER COHORT

The Teacher Cohort program, a special component of the P.R.I.D.E. professional development strategy, is a forum for exploring, sharing, and utilizing information and resources that will enable teachers to support young children's positive racial identity development. This 8-month learning experience gives teachers and caregivers the opportunity to grow together as part of a tightly knit group, dedicated to learning about and understanding how race impacts young children.

POP-UP MINI ARTS FESTIVALS

Pop-Up Mini Art Festivals are one-of-a-kind interactive neighborhood based art festivals designed for young Black/Africana children aged 0 to 8 that center Africana art and positive racial and cultural identity experiences. Festivals include hands-on activities, performances, and more – all are free to the public.

PODCASTS

The P.R.I.D.E., *In-My-Skin* Podcast features conversations with leading experts and practitioners on race, early childhood education, and what young Black children need to thrive in a highly racialized society.

ADVISORY COMMITTEE

All of P.R.I.D.E.'s work is delivered with support and guidance from a small dedicated advisory committee representing education, foundation, and community organizations and programs.

LOOKING AHEAD

P.R.I.D.E.'s purpose has always been to support Black children aged 0 to 8 to develop and maintain a positive racial identity throughout the course of their childhood.

We have successfully implemented P.R.I.D.E. strategies with community partners such as The Carnegie Library of Pittsburgh, Trying Together, Pittsburgh Public Schools and the Children's Museum of Pittsburgh, and we are currently engaged in replicating this work in Philadelphia through a partnership with First Up. Our work will continue to support young Black children in growing, developing, and learning in ways that are healthy and in environments that are supportive of all their needs. The next challenge is to embed and expand the reach of P.R.I.D.E.

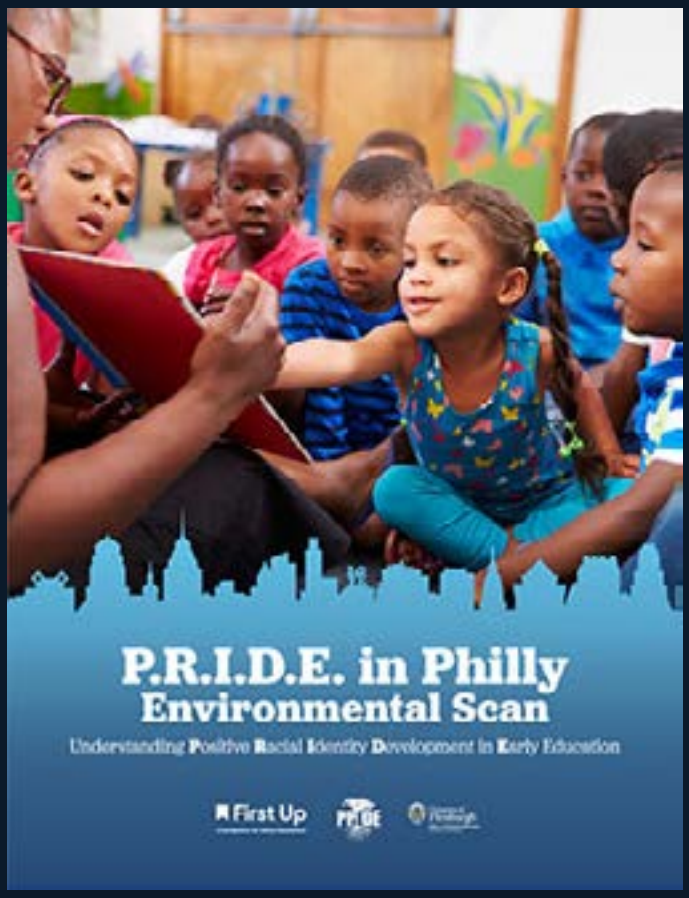
Our future work will involve elevating professional development delivery, offering training of trainers in order to scale up our reach, offer expertise so that partners take ownership of strategies, and embed P.R.I.D.E. strategies in the ongoing work of established institutions. And in the next chapter, we will focus on expanding our work across the state and nation with a continued dedication to Pittsburgh, PA.

P.R.I.D.E. Training Coordinator, Jessica Cochran attending the 2023 First Up Conference.

"I have never met a Black child who isn't a genius. I have never encountered any children in any group who are not geniuses. The first thing you do is treat them like human beings and the second thing you do is love them."

- Dr. Asa Hilliard

DOWNLOAD
THE P.R.I.D.E. IN PHILLY ENVIRONMENTAL SCAN



BY THE NUMBERS

12 in-person and virtual Speaker Series events featuring 19 scholars and other professionals attracting over 1200 educators and community members

6 in-person and 3 hybrid series Parent Village events, engaging 135 parents in partnership with family support centers in 3 neighborhoods

12 podcast recordings with over 13,000 downloads featuring such scholars as Dr. Walter Gilliam, Dr. Kerry-Ann Escayg, and Dr. Iheoma Iruka

6 P.R.I.D.E. artist residencies hosted at charter schools, a children's museum, and an out-of-school program reaching over 150 children

11 P.R.I.DE Pop-Up Art Festivals with over 1500 participants

30 local and national presentations reaching nearly 1100 participants

7 years of teacher cohort professional learning communities delivered to 30 teachers (with 5 teachers participating from the start)

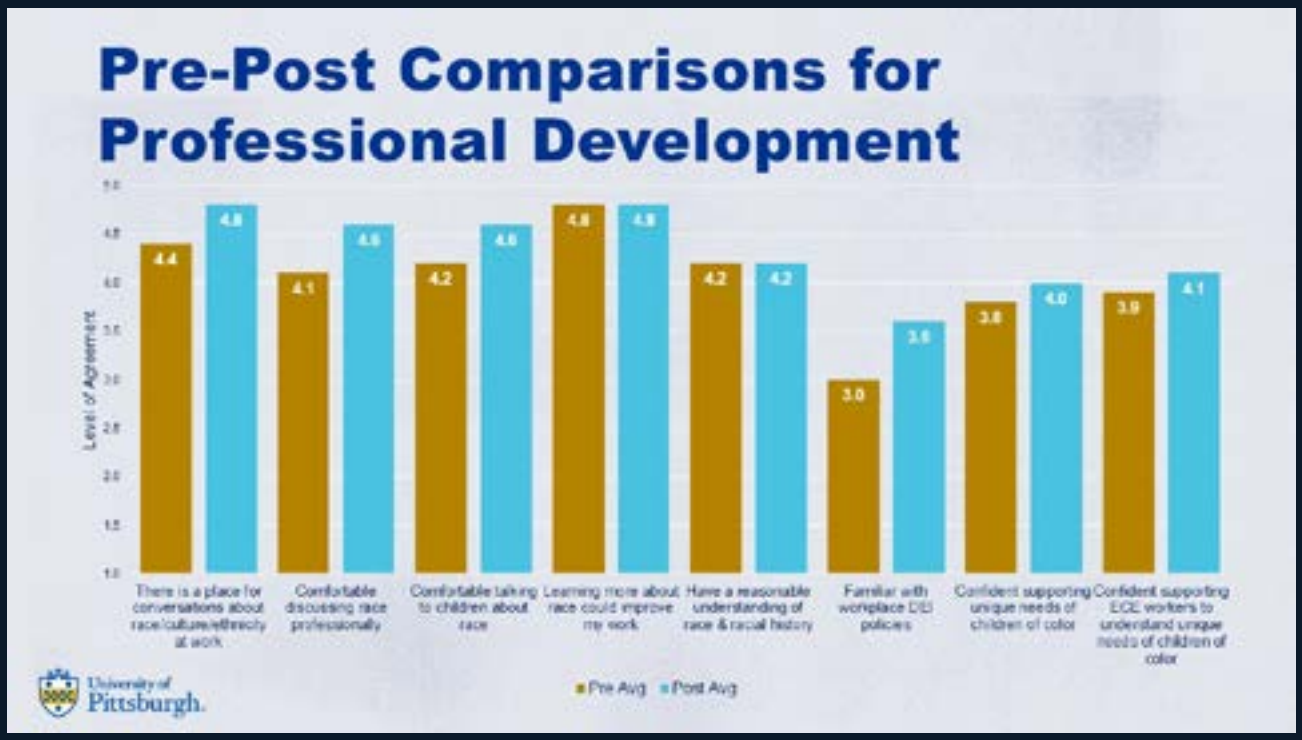
14 stand-alone professional development sessions delivered to an audience of 500+ participants

21 professional development and consulting contracts with local and regional organizations

P.R.I.D.E. IMPACT DATA

Professional Development Impact

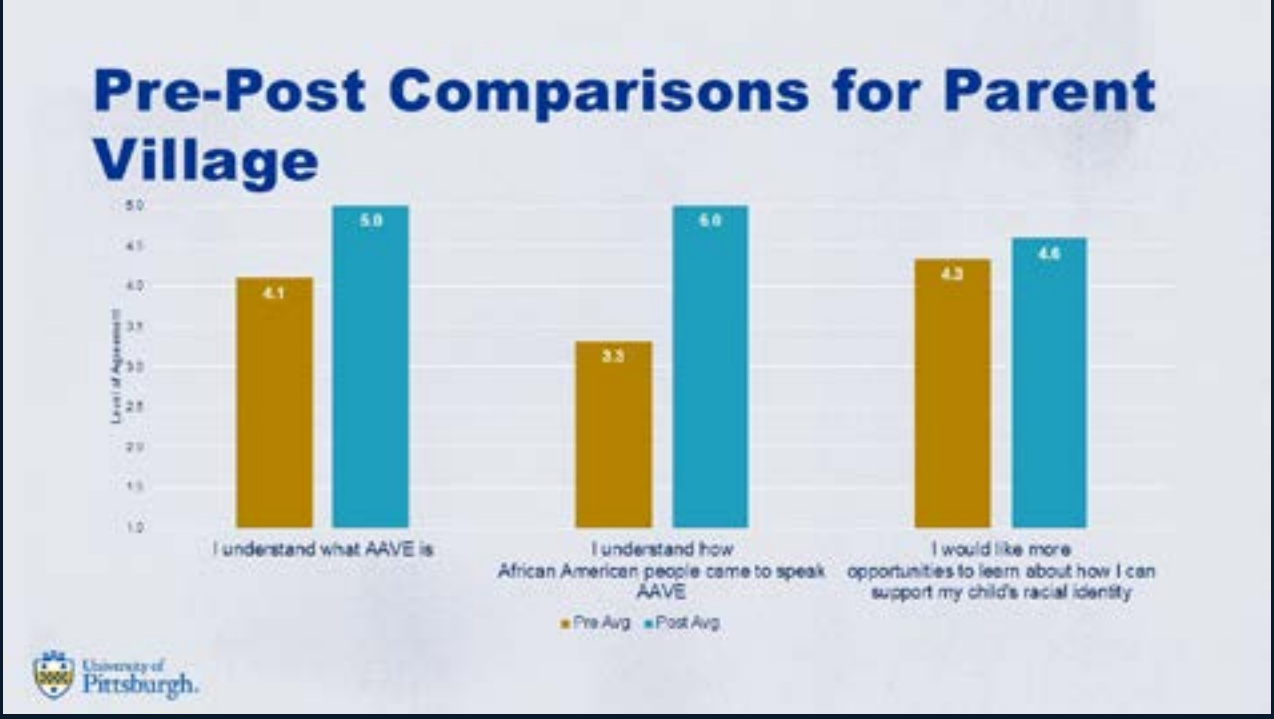
- Children's Museum (2017)
- Wesley Spectrum (2018)
- Carnegie Library (2018)
- OCD EHS (2019)
- PPS Equity Advocates (2020)
- Trying Together (2020)
- Parents as Teachers (2020)
- Carriage House (2021)
- First Up and TtT(2021)
- Lennen Bilingual School (2021)
- YWCA (2022)
- Newport News DHS (2023)
- Early Excellence Project (2024)



Additional Professional Development Data Highlights

- A majority of respondents encountered issues related to race/culture/ethnicity on the job.
- 82% of respondents indicated there were race/culture/ethnicity challenges at work they would like to understand and address.
- 88% of respondents indicated an interest in understanding and addressing race/culture/ethnicity challenges in their work.
- Participants rated the quality of trainings and the likelihood of recommending them to a friend at 4.4/5.
- On average, respondents reported that the trainings changed their ideas or views about children, race and education.

Parent Village African American Vernacular English Data



Anecdotal Evidence

As a result of participating in the P.R.I.D.E. African American Vernacular English (AAVE) Parent Village series, parents overwhelming changed their views/attitudes toward speakers of AAVE and gained an appreciation of AAVE. Additionally, some parents changed their ideas regarding their children using AAVE.

OUR PARTNERS

CONTACT US

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WORK WITH P.R.I.D.E.!

The P.R.I.D.E. Program would love to work with you! Interested in learning how to replicate our Pop-Up Mini Art Festivals? Want to work with a P.R.I.D.E. Artist at your school or program? Looking for robust racial awareness professional development or consulting for your early childhood program or organization? For any of these services, feel free to reach out to us.

OUR FUNDERS

W.K. KELLOGG FOUNDATION

HILLMAN FAMILY FOUNDATIONS

THE HEINZ ENDOWMENTS
HOWARD HEINZ ENDOWMENT
VIRA I. HEINZ ENDOWMENT

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