

Lillian Sugarman: While folks are finishing their lunch and the dishes are being removed and folks are getting quiet, I wanted to make sure before we have our closing session here that people know that we've enjoyed your being with us and hope that you've enjoyed being with us as well, and we wish you safe travels home, and wish that some of you wouldn't have to be leaving, but we certainly understand. But I have a few items that were never picked up that have been at the lost and found. A bag somebody lost. We have one. Probably more than one. But maybe more importantly than the bag, depending on who you are, are glasses. Three pairs of glasses. One with a very attractive leopard skin. Another differently but of course attractive pair, and sunglasses. So I'm going to take them down to the front with me and put them back in the bag so that we can move our agenda along. Here I Love Ella, water bottle, and I have mascara, lip gloss; and if Pearl Adam Andrews is around I have your evaluation book. So I'm going to sit back down and enjoy the rest of the program, and I'm sitting right up front for anyone who wants to claim these items. And at this moment in time I want to turn the mic over to Amanda Bryans and Angie Godfrey, both women you've gotten to know over the course of the few days. We're honored that you're back, and I don't know who is going first. Amanda is. So take it away, Amanda. Amanda Bryans: Well, thank you, Lillian. I just want to say on behalf of the Office of Head Start, we are so grateful that you are here and that you spent this time with us. It is truly a tremendous pleasure for us to get to hear from you all and to be able to have the time to listen to what's happening in programs and to know that you're here making sure that you're equipped with the latest state-of-the-art early childhood family service information so that you'll be able to provide state-of-the-art services. We have a lot to learn in our work with pregnant women, infants and toddlers and their families, but we know we're changing the world. And as we go on, it's our sacred responsibility to continue to keep ourselves equipped with the best, latest, most effective information. Because you're going to change children's lives. And the whole shape of the nation and the world. I recently got to go to a forum put on by this organization called oshoko it was all about empathy in early childhood. An interesting group of people. It was a bunch of young social entrepreneurs that are like the woman who created the program called Girls On the Run. Has anybody heard of that? Some people have. It's a program where they train girls who are kind of on the cusp of puberty to run in a 5K race. And the point is not about being able to run 5K or being thin. It's about a lot of time when a lot of girls lose their feeling of self efficacy and confidence and getting them to be competent and express themselves through physical activity. That's just one example. There were tons. But the people leading that organization are big corporate executives who seem really like hard core business people. So it's very interesting. But what they were saying is, you know, what's going to be most important in the next generation of leaders is going to be empathy. We've got to have people who can understand other people's perspectives, who can participate on multi-national teams, who are solving problems, inventing solutions, creating answers to world problems. And I was thinking to myself: Are we making sure that in our early childhood our infant toddler classrooms were giving people a lot of opportunity to recognize and support and nurture children's emerging empathy. How many people just kind of consigned children to kids can be cruel and leave it at that? Versus these, the chance to really help children learn about the idea of perspective taking and compassion and imagining what it's like to be in somebody else's shoes. So it's a huge responsibility, but Head Start, Early Head Start, we can do it. It's very exciting. Thank you for being here. I'm not going to take up more of your time. But I am so happy to be able to introduce to you, you already know Angie Godfrey from the whole week. One thing you may not know about Angie but I feel it's okay to share it with you, she can't talk about babies without crying. Babies move her so much. So that I think is a beautiful illustration of the passion and commitment she has for the work that we're doing. So that said, Angie. [Applause] Angie Godfrey: Okay. Thank you, Amanda. It's because it's so important. And you know I'm not going to cry. Lillian's already taking bets down there. I was eating and someone came up to me. Shirley Wright. Where are you Shirley? Was it Shirley, from North Carolina? Did I get your name wrong already? No she may not -- anyway, she came up she's so apologetic and starts to talk to me about the problem she's having and what Shirley and the rest of you don't know is that when you ask questions, and when you talk to me and when you talk about the wonderful work you do and the challenges you have, I do see you, but I also see those babies and those families. And they're never that far away. And it's because I am so overwhelmed by the dedication that it takes for each of you to do the work you do. It's hard work. I know it. The hardest and best job I ever had was as a Head Start director. And I used to say things to staff who would -- I mean, we really had a great support system in place and we worked hard to provide support. But it was hard work. And I used to tell them one thing that I'm going to tell you, we're lucky. We're lucky that we work in early childhood, that we have regulations like Head Start performance standards, because the answer to every question that we ask ourselves during the day is this is what's best for babies and children and their families. No one else works in an environment where we know that that's what we're here for. And the other thing that I used to say to them Tell us what you need, because I would do -- I would sit and talk to each of you, because the goal is that you can do what babies and their families

need. And you can't do it alone. And I know you feel frustrated. I was sitting, and I heard some folks talking about going back and trying to reschedule home visits. I thought, oh, they're frustrated, but imagine being at this conference, this wonderful place and still worrying about your families. I mean, the work stays with you. So we need to support you at every level. And for me it's a vision of really holding, nesting and nurturing every person that I know works with babies and their families. So I didn't really cry, Lillian. You can stop taking bets. I just want to thank you all. Thank you, thank you, thank you, thank you for being here. It is so wonderful to see so many of you. I mean, it just fills my heart. It just fills my heart. And the other thing I want to tell you -- I'm sorry I stand too close to the mic, I don't know what to do -- the other thing I want to tell you is that you can have a structure, have a system, have regulations and within that structure, system and regulation, you can nurture babies and families. Don't fight it. You can learn what you need to do and babies and their families will benefit from it. I just -- I can't thank you enough for being here. And just a couple more things. Would everyone from the Early Head Start National Resource Center please stand. I mean, where are you? [Applause] Would everyone from zero to three please stand. The larger zero to three organization. All of you together -- [Applause] -- these folks are leading the way for us. They know babies, and they're working with us and I mean amazing work has gone on this week. And I can never thank them enough for all the work that they do. Also, it's been wonderful. I wish it could have been more, but particularly at this table are folks from across the country, regional, federal offices that work every day not just to work with you, but to inspire, support and clarify for the other staff. So if all of the federal regional office staff would stand, I just thank you for being here. I was in a session yesterday with some of these folks that really added so much. [Applause]. And I am not -- I'm going to introduce someone else right now so I have to stop. But I just hope you each know how important that you all are. And I want time to introduce her because she's one of the dear people in my life who I've worked with for a while. And I love working at Office of Head Start. I said that to all of you yesterday during our Q&A, and one of the things I especially love about working at the Office of Head Start is working with Sharon Yandian. She's a friend and a colleague. She's also the project officer for the New Center on Culturally and Linguistic Responsiveness. If you don't believe she has not worked her heart and her life off for this to happen, then you don't know Sharon. And it really is an honor for me to introduce her and she will be introducing the keynote speaker. Blessings to all of you as you head home. Thank you. [Applause] Sharon Yandian: Thank you, Angie. Angie and I share a wall, so I do get a lot of the infant toddlerhood by osmosis not that I don't work on their behalf as well. I was thrilled to be able to introduce Barbara to you. Barbara and -- I was thinking back nearly almost 20 years, Barbara. We've known each other. When I think of Barbara I think of the first word that comes to mind is, well, several words. But advocacy. She is someone as you will hear that tells it like it is. And that is a beautiful thing. You know, there's so much that we read and know about leadership. And you think about the doing the right thing versus doing things right. And I think once you hear Barbara you'll know she's about doing the right thing on behalf of all children, families, staff, a lot of work with farm workers. She has -- you can read her bio, so I'm not going to go into it. But she has an Early Head Start. Migrant Hard Start, Regional Head Start two charter schools. Deeply involved in the state and national level. She's the Vice Chair of the Governor's Advisory Council. She was past president of the Florida Children's Forum and was appointed by Florida Governor Jeb Bush to the Florida Farm Worker coalition in 2000. So Barbara has been in the role of leading and advocating for many, many years. And I was just, every time I connect with Barbara, which is not often enough, Barbara. I just wish that we could have more time together. Barbara lives in Florida. I live here. But I didn't realize that she started in 1967 in New York state. In a Head Start program. So that's wonderful. And you know I had the opportunity -- I was a program specialist many years ago when I first met Barbara in her program there as a reviewer, I don't know if I was leading the review. But I do remember it was a little bit of a -- it wasn't a scary moment for me. I was a lot younger. But it didn't matter what we said, because Barbara knew what was right, you know? And I think we worked it out, didn't we, Barbara? We worked it out. But it's through that lens and then in other years we've worked together in other capacities. And you also must know that Barbara is a mother of four children and 11 grandchildren. So she knows from whence she speaks as well. She's also leading a charge for the nearly 8,000 children at Redlands Christian Migrant Children Association, largest nonprofit child care provider in the state of Florida. We're so pleased you're here with us today, Barbara, so I look forward to hearing your wise words. Thank you. [Applause] Barbara Mainster: Wise words, because I'm getting older. The guy said this is going to work. Can you hear me? Okay. Good. Thank you, Sharon. You know, wise, wise and old, synonymous, right? So I'll remember that. First of all I want you to know, when I got the call I got this e-mail asking me to do this, the first thing I did, this is the truth I wrote back and I said I'm sorry I'm sure you made a mistake you need to send your e-mail to whoever you meant it to go to. So I'm a little shocked. I've never done this before. I've testified in front of Congress, not the whole Congress, just a subcommittee. But I would welcome the chance to testify in front of Congress. But you guys shouldn't scare me because you are one of us. We are all in the same boat together. I decided I wanted to look, tell you who I am, other

than what Sharon did. And I'm a product of a mom and dad who gave me unconditional love. So I want you to know that. That is clearly the most important thing we can do for our kids. And I was the last kid. So my mom already knew all the stuff. She made all the mistakes with the others, right? And she just -- just relax and let me kind of find my way. I think the other pieces, Sharon said tell stories. People love stories. So I want to tell you I did not graduate from Cornell. I want to be sure you know that. I did finish my graduate program, but I did turn in the first draft of my masters thesis, and I had to do another one. And I went into the Peace Corps instead. [Applause]. No, it made my mother unhappy. All right. That was not a good thing to do. So I'm sorry, but I haven't regretted it. When I went into the Peace Corps we went in as somebody called community organizers. What that meant you kind of go with whatever the needs are when you get there. I knew I had to take over a preschool that existed, which I did. But very quickly I was married. And we were in a very poor part of Peru. We had no water. We had no electricity. We had no roads. The people would come and they would say *senorita*, and I would say yes. I'll do it in English, but I could do it in Spanish. You're married and you don't have children? I said yes. No. How do you do that? [Laughter] And from there came a birth control project. And everybody in that community has a Lipie's loop. But in the course of that, when you are the outsider and seen as somebody who knows something and many of you are in that position now, I realize the remote community of Peru is not the same as where you are now. But people came to me with things that made me weep. We were taught, thankfully by the Peace Corps doctor, if they came to us as babies with diarrhea. They gave us a little bottle of Paragoric and you buy the bottle of Coke. Coke used to come in the glass bottles. Remember that? You shoot the bubbles out and put drops of Paragoric in and a clean nipple and you would probably save the baby's life. I don't have a nursing background. I did whatever this guy told me to do. I also had babies brought with me with failure to thrive because as soon as mom gave birth they had to go out and work and grandparents couldn't afford to buy the milk. Once I was called out to help with the birth of a baby. I gotta tell you I couldn't do it now I certainly couldn't do it then, but I watched a big, beautiful baby die because the cord was around the neck. So do I feel good about the birth control project? Yes, I did. I did. And for the rest of you, it had to go underground after I left. And it had to go underground because the Italian priests found out about it. Peruvian priests were okay. And that doesn't mean I have anything against Italians, please. I started what I did in Peru were home visits. And my next job when I came back to this country Head Start and Sodas Point, I did home visits. I was a teacher/director of three-year-olds and the part of my job that I loved best was home visits. How in God's name can you work with kids if you don't know about their families? It just doesn't make any sense to me. I don't care if you have a family support worker, teachers gotta know. You've got to have a connection. So I loved it. When I moved to Florida, which, by the way, was the last place in the world that I ever thought I would live, because Florida is for old people and I was not old then. But I was married. And my husband's folks lived there. And we had gone out to Santa Fe on a vacation, and both of us had job offers. Those were the days, right? Head Start director. Job offer. He said don't tell my parents. We have to pretend like we're going to look at Florida as an option. I wanted to get back -- we both wanted to get back working with Spanish speakers again. So Florida was this great opportunity. And we had our first biological grandchild for them, and they were very thrilled. They wanted us there. So he fell in love with a little program, and I like to say in those days I was a wither thou go goeth I, and I so I went. I went down with a job interview with a little agency that was located in three migrant camps. For those who don't know about migrants, the housing is different in the north and the south but in those days there were a lot of camps, meaning there were lots of mass houses built. These were World War II barracks. That somebody had gotten. And I fell in love with the program. As a matter of fact, I was interviewed first by the executive director and then by the directors were all former farm workers. And after they talked a little while I said don't worry, if you don't hire me I'm going to come volunteer. So I'm very grateful they didn't make me volunteer for the last 30 years. They could have saved a lot of money. We had 75 kids at that time. We have built the agency up to the 8,000 that Sharon talked about and the two charter schools. But two-thirds, folks, two-thirds of the children we serve are zero to three. That's why I'm really standing here, I think. I think that's a lot of kids served in one program. There are two things about our program I want you to know. One as I already told you we hire from the communities we serve, which gives us a leg up on cultural competence. And the second is that our board has been made up of half parents and half outsiders from the beginning. From the beginning was growers and farm workers. For those who know about the movement, that's not expected, but they agreed to sit around a table and work on the things that they both could agree on and child care and healthcare and housing and crew chief reinforcement, et cetera. Sanitation in the fields, all those things came out of it. So we're very, very lucky. Our agency values, are quality, opportunities, compassion and respect. More than half of our centers are accredited nationally. And we also have that administrative one. I always forget what it's called. But that one where they come in and they make sure you have everything you're supposed to. Some nonprofit certification I think it is. The important thing, guys, that I want you to know, and I'm standing here on the shoulders of the teachers in the classrooms and the family support workers, and the directors,

because those are the folks that make it all happen. I am privileged to be with them. All right. I want you to get four things out of this talk today. I want you to feel more strongly about how important it is the work that you do. You saw Angie stand up here and cry. And she did cry. No matter what -- she did. The work is incredibly important, and those of you who didn't get out last night to see the movie *Babies*, when it comes out, you need to buy it. You need to use it in your programs. What conversation that will generate. Amazing, and thank you whoever arranged for it to be shown here last night. So first you're going to feel more strongly about the work you do. Second, I want you to go back and insist on partnering with the parents of the kids in your care. Third, I want you to be motivated to learn some of the key values and customs of the cultures that you're serving. Just a few. You don't need to know them all. Last of all, I want you to adapt your work accordingly. Because what good is it if you're not going to use it? I want to say, first of all, you know all this but I didn't see it in the program a lot. Brain development. I don't think we've decided it's not true anymore, but we're not focusing on it the way we should. According to the children's movement in my state, percent of the brain is developed in the first five years. Percent in the first three years. Think about what that means. 75 percent of a kid's brain is developed while you've got them. We've got them. Now, there are two factors in brain development. One, genes, which you can't do anything about, and I'm not talking about the kind you're wearing that you paid a lot of money for with the holes in them. I'm talking about the one with a G. But the rest of it is environment, and you guys are a big part of that environment. Yes? Okay. I was going to ask you to raise your hands, but I think that yes was good enough. The parents are the rest of it. How many of you in this room still want to please your parents? Raise your hand. Okay. Those who are not raising their hand are either not listening or lying. [Laughter] I don't think you ever grow out of wanting to please your parents, even when your parents are not alive anymore, you think about it, and you say, oh, dad would be proud of me or, oh, I wish my mother were here. Parents are critical, guys. No matter how young they are, no matter how good they are, no matter how caring they are, no matter how overburdened they are, no matter how tired they are at the end of the day if they've picked crops all day, no matter what kind of house or apartment or shelter or car they live in, they are the critical factor in that development, and you are their partner. I just read in the paper that the American Academy of Pediatrics did research and they showed that depressed moms have babies with developmental and social delays. And my reaction was, duh. I mean, please. Let's describe the environment that you all provide for kids. I should say we all. I'll try to do that. There's role modeling, right? You do a lot of that in your centers. You pat the babies' backs. You read them stories. You smile at them. You're enthusiastic when they pile the blocks on top of each other and you let them fall down when they first do this, right? They're like that, they're about to fall, and you let them fall down because you know you shouldn't make them scared. You use lots and lots of language. Typically, right? Oh I hear you talking all the time, right? And you're providing experiences and stimuluses. You're letting them put their hands in the Playdoh. You're letting them put their hands in the water. Letting them do this, blow bubbles, all those good things. You're washing your hands, you're washing your hands, you're washing your hands, and now I'm going to tell you a story about hand washing. We're going through Eckers and Itters in our state. We're going to be quality. Do you know there's 14 steps to changing a diaper? Well, one year -- this is a true story. I went to one of our centers. I drove up, and it's one that's far away. So I really tried to make a point of getting there at least once a year. I drove up and there's a policeman's car. You know the reaction, right? Oh, my God, what happened. Something terrible. And I walk in. There's a guy standing with his back to me. They're always big and the gun. So the director was over there. I went...and she said, oh, he's here to do the drug place enforcement training. Drug place, oh, God, that's great. She said we've only got one problem. One of the subs didn't come in so the infant teachers can't go. One of the infant teachers. So I said I can do that. I'll take her group. [Chuckling] Four babies. Well, the first diaper I stood there. We have a list now up in front. I've had kids. I know how to change a diaper. Step one -- I mean, it was unreal. The kids hands were so clean. My hands were clean. Now there's another diaper that needs to be changed. Then they wanted to eat. Now did I know which bottle went to who. It was awful. At the end of the 45 minutes I kissed those teachers, thank you so much. [Laughter] So that's hand washing. And our centers at least the bottles are gone at the end of the year. Remember, I'm describing an environment now. The bottles go at the end of one year. We trade our bottles for a sippy cup. I won't tell you my daughter, my youngest, who was adopted at six months and is fine, thank you, and who teaches in a Head Start program in a school district now, had her bottle until she was six years old. But I don't tell anybody that. [Laughter] . And she hasn't got a cavity. That's the genes part. [Laughter]. In addition, our babies sleep alone in a crib. Don't they. 18 inches apart. Be sure to measure. Our food is introduced at prescribed stages, right? We know when we introduce solids and what kind of solids, right? You've got to watch that movie *Babies*. And we start schedules for our wobblers and toddlers they usually start having a schedule, right? I recently read before I tell you about the other environment, that the American Indians, and I have asked enough people I've decided that more people say to me they prefer American Indian than Native American. So I'll say American Indian/Native Americans, there's a tribe the woman was questioned about her program. She said oh I love it. They're

really nice. They just have really one hang up, though. About time. Everything's scheduled. We have to arrive at a certain time. Everything happens at a certain time. Then they transition time. In our culture, time flows. How mentally healthy is that, right? But who would know? Who would know to even try to explain that? I didn't know. So now we're going to talk about the environment that the kids leave when they leave our environment that we just described. Right? What do you know about the beliefs, the values, the customs in the home they're going to? Do you know that they value the written word? Do you know if mom and dad know how to read? Are there beliefs about babies and dirt, or getting dirty. And what is dirty? I've heard this word nasty a lot. I want to say what is nasty again. Oh, that's nasty. I don't know what it is but I think it's like dirty. What kind of music is appropriate? I mean, I worry about see this is my bias, some of those teen babies living in that house with that boom boom, I worry. What do they think about bottles. How long do they think they should have them. Should they have them. How many children sleep in one bed? How many children sleep in bed with mom and dad? How many adults are involved in attachment issues. And I just want to tell you that the migrant families I'm privileged to work with, those families have a lot less problems with attachment issues because they still have these extended families and those babies are always with somebody. They're always in a family member's arms. Whereas those poor teen moms that don't have a support system that kid may go in that carrier and dropped at somebody's house those are the folks we need to worry about in terms of attachment. What are the beliefs about crying? Is it okay for those babies to cry or not okay to cry? Are there any kinds of schedules? I love hearing this, and we all know it's true. Somebody used the word in my last session, not taboos, what did you use, I like taboos better, but are there any schedules of going to bed? A lot of families, as a matter of fact, most of the families we work with do not have a bedtime for kids. When the kid falls asleep, he's in bed. Wherever that is. What are the beliefs around food? Food's big, right? What you can eat and when. And what are the religious beliefs about child rearing. I know there's many groups that don't cut the kid's hair until he's at least a year old. There are groups that don't give the kid a name until he's a year old because they so frequently die before they're a year old. Speaking of taboos, another story, true -- all my stories are true. I was a brand new kind of ed coordinator, and it was in a my grant camp, and we were surrounded by a canal. And this is Florida, folks. Florida, hot, mosquitos. But our poor kids always had mosquito bites and impetigo. Always. So I had this brilliant idea. I got kiddie pools. The plastic ones you can buy for ten bucks or so. We put them out on this little deck and I put water in and a little tiny drop or two of Clorox, I figured that ought to be enough. And a time after that we got into a little baby shampoo. I would go get the babies and take off their little Pampers, carry them out, plop them in and all the staff followed me, crazy white woman. And these babies loved it, of course. Five or six in a kiddie pool. This is before the health department. [Laughter] And I'll tell you, okay. So I would turn my back. I would then go on to the next classroom or wherever I had to go and I noticed that when I came back those babies were in the kiddie pools but they all Pampers on, because the teachers knew that you don't put little boys and little girls together in a pool of water with no close on. And you know what, I apologized and I kept my mouth shut, and I didn't make the face I just made now because to me there's nothing more beautiful than a child's body. But that's the belief. I respect it. And it still worked. The impetigo did go away and the health department never said anything to us. Years later they said we couldn't do it. All right. So why is it important for you to know about the home environment. Remember, you've got the 75 percent of the brain being developed and half of it is in the environment. I went to a workshop. Actually, it was a migrant seasonal head start workshop. And it was about the roles of traditional folklore beliefs. Great session. Now let me tell you about some of my stereotypes. I walk in. I see a white man. I thought ppsht what could he possibly know about Latinos. Well, he was fantastic. I apologized to him later. But he didn't know why. And he told the story of his clinic in North Carolina where they did a lot of work and they really had to gain the confidence to get the migrant moms to come into the clinic for prenatal care. And they did. They came in. They were happy with the prenatal care. Now the babies are born. And my comes in and brings her baby and the receptionist who has been given sensitivity training about how important it is to greet people and smile says what people normally would say in my culture. Oh, what a beautiful baby. And mom would go. Receptionist is now behind a desk. The receptionist thinks to herself I shouldn't take that baby, I'm sitting here, I haven't washed my hands. That's okay. That's okay. The word got out like this. No more people coming in for well baby checkups. Anybody know why? Aloho, the cultural belief is if you compliment the beautifulness of a baby and you don't touch that baby that you are giving, the evil eye can get in. Oh, wow, if you didn't know that it's important if you're working with Latino families. Now, I'm not saying this is true of every Latino culture, but you've got to know it. They changed it. The receptionist learned to take the babies and they all came back. It's important. Cultural diversity is the name of the game, guys. I look around and I see -- I wish I could make people stand up and name all the different places. I went to some great workshops. I'd like to thank the people whose workshops I went to. They were excellent. We're all starting to wake up. I had three levels of cultural diversity understanding. The first one is cultural awareness. That's just tuned in. I know you're different than I am. You probably believe some different things, right? And in your church

they say amen out loud and in mine they don't. Got it. See? That's awareness. Sensitivity is the next level. That's knowing about the food taboos, right? That's knowing about the religious holidays or the traditions, those kinds of things. That's when you're really going up to the next level. You know more. And the last level is cultural competence. And that's when you really get it and you're connected. I'm not sure Sharon used a different set of terms and I liked hers. Understanding was the first level. Respect was the next level and responsiveness was the last one. I like those two, because responsiveness means you're actually doing something to acknowledge that we're different. And I'm willing to build that in to what I do. Shouldn't we all be willing to build that into what I do? The Pampers were okay on those babies. I would have rather had them naked. But big deal. We have amazing caregivers. This was in the days before you had to have a CDA coming in. And they know what they're doing. They've worked with babies forever. I walked into a center and there was one infant crying. So I went over. They were trying to calm this infant. The teacher was. I said what's the matter. They said, oh, he's breast fed. It's his first day here. He's having trouble adjusting to the bottle with the nipple. They had the breast milk. I said, you guys are amazing, you're taking a breast fed baby. All 12 of them are. 12 breast fed babies all starting the same day, guys? Now, that's cultural competence. Those people were so connected to those families they knew exactly what to say. They knew what to do and they knew how to handle the baby. I can't tell you how you either get it, you learn it over time. So right now what I want you to do, because you've been so amazingly quiet, I'm so impressed, I want to give you a chance to talk at your table but I want to give you a very specific thing to do. And then I'm hoping I'll get a couple of volunteers who will say, yeah, we want to share. I want you to talk at your table and learn one thing you didn't know about another culture. And then how you might, if the parents shared it with you, how you might adjust in your program to accommodate, and I'll give you one example. In the families that we work with who are Latino, when you bathe a baby, you have to wet the top of their heads. You don't just bathe the baby, their little face and this. You have to wet the top of the head. Now, if that's what you believe is important and they're not going to get sick if you do it, then we're going to wet the top of the head. Okay? So what I want you to do is to talk to each other, just five minutes, even, and if any table about something you know about another culture or something you've learned from your families and some way that you have could incorporate it or already have incorporated sensitivity to that in your program. So talk and I will get your attention. Five minutes. Shhh. That's my new magic trick I just learned. Isn't it amazing. Is it because you're infant toddler teachers, I go shhh and you all get quiet. Who is willing to go up to a mic and share? I think there's one here and there's one right behind the man with a camera. Who wants to share? Gotta get out of these lights. I can't see hands up. We have somebody back here. Barbara Mainster: We have somebody back here. Yes, just a minute. Barbara Mainster: Thank you. Hello way in the back. Hi. My name is aLee bra I'm with the Oneida early start program from Oneida, Wisconsin. Some of the things that we have done as a program in terms of being culturally competent, we have hung up signs at our program to let families know that we are a safe place. Safe for someone for the LGBT community families. And we've even thought about going as far as changing on the application from mom and dads name to parent one and parent two. Also working with Native American families, we recognize different things such as some tribes -- we have 11 different tribes in Wisconsin. So it's not just Oneidas that we're working with, but some tribes don't want you holding their child if a woman is on her cycle. Also, when we go into the homes, is it okay for us to accept food or drink that they offer. So being knowledgeable in that area, if that's offensive to the families or not. Using mirrors with the children. Sometimes we bring activities in the home that requires a mirror. So making sure that it's okay to ask the parent is that okay with you if we use a mirror. Some tribes like the Ojibway, they don't want children looking in mirrors before a certain age. Barbara Mainster: Wow. Is there anything else? Tapping on the head. Somebody had said that some tribes don't want people tapping their children on their children's heads. Barbara Mainster: Thank you. That's wonderful. And thank you for sharing with us. We all learn something. Hi, I'm back here. Barbara Mainster: Stand up and the mic. Testing. Hi my name is Tomasa from Bakersfield, California and these three ladies from me are from Bakersfield, California also. Something I grew up with in my family pretty much in a Mexican culture when we were little and we would have a fever our parents would get a piece of red thread and put saliva on it and stick right on your forehead and supposedly your hiccups are supposed to go away -- did I say fever. I'm sorry, it's for hiccups. And that was something that was always -- for some reason, darn it, it worked. I guess it's true. Thank you. Barbara Mainster: Thank you. There's another hand way in the back. I have the experience as a nurse midwife working with families in the '70s from Cambodia. And so any teacher that would go into their home should find out about their birth practices. I have several stories that were very, very funny, and I can't tell them, but I will tell you that the one cultural thing that a father would need to do when the baby was born is to take the placenta, dip the placenta in three different basins of water, put it in a plastic bag and then place a bag of herbs that he has specially prepared with that placenta. He would then take the baby to the corner of the room, bless the baby with a prayer and he would take the placenta and ask to bury it in a lighted place, because it was part of that baby's life. At the University of -- or Western Kentucky

University in Bowling Green, Kentucky they had gone to the administration to see if they could bury that placenta under a light. They were refused. So they asked me since I had delivered the baby to bury that placenta for them. I had the honor of burying two placentas in a local cemetery about 2:00 in the morning. I didn't tell the police what I was doing. But any nurturer or any home teacher would be able to advocate for a place to bury the placenta for that baby.

Barbara Mainster: Thank you so much give her a hand. Where I'm standing I see one more wave back there. This will be our last one because I want to -- and one over here. Okay. My name is Diana Reyes from the [Inaudible] Early Head Start program in Virginia. We learned that whenever the baby has a [Inaudible] they'll take an egg and all over the baby's body, whenever they crack it, all the bad vibes will go in the egg. And also whenever there's a full moon, they'll put the pregnant mother will put like a safety pen inside of her shirt somewhere near the womb to prevent the radiations or something from the moon going to the baby.

Barbara Mainster: Thank you. [Applause]. Somebody who can see, because these lights -- one in the back and that's it then. Waving your hand. Hello. One of the things that we have identified as when children look at you when they hold their eyes down, they don't look at you. And a lot of times if we're not culturally aware we might say I'm talking to you, look at me. But it's a sign of disrespect for some cultures to look at you in the eye. So they hang their head down and they don't look up at you. And I think it's really important for us as staff and for people to just be culturally sensitive that it's not that they're being disrespectful, it's really the opposite. They're being very respectful.

Barbara Mainster: Thank you, you are correct. I know that one, yes, sir. It was the same what was mentioned earlier when a woman is pregnant and the moon is full you don't go out when you're pregnant because the moon will, the rays of the moon will cause deformities in the fetus. So they wear something metallic like a safety pen or medallion that will bounce off the rays of the moon. A lot of times children are born with cleft palate they say it's because the mother stepped out in the moon and she didn't protect herself. [Spanish] the moon ate their lip.

Barbara Mainster: Great sharings, thank you all. I think there's a couple of things I just want to say in closing. How do you find those things out? First of all, we need to talk to each other and we certainly need to talk to our families. And when you've learned something, you need to share it with the new ones, and we need to respect those beliefs, what big deal is it that -- so what does it hurt to have a pin, it's okay. That's fine. They may be correct. Who knows. It's not important. It's what the belief system is that matters. And that baby is growing up in that home and will always want to please that parent. I want to just talk about parent partnerships and I'm going to pick on ahead start for a minute. And I don't want anybody to feel badly. But please look at how we structure our programs, because we're building these silos, and we're saying these are the family people and these are the teachers and, come on, guys, they're the same. How can you be a teacher of a zero to three and not be connected to the family. So we may need to relook at that a little bit. Yes, clap, clap, I like that one too. I said if our families didn't work we'd go into the home visit model because I think it has so much saying for it. But having said that, remember the golden rule, and I also just learned a platinum rule. The golden rule is do unto others as you would have them do unto you. How do you want to be treated? If that were your baby? And how do you want that teacher to talk to you? What do you want them to know about the baby? So if they say, as we had one time, a mom said don't put my baby with that black teacher, please. She's afraid of black people. The wisdom of the center coordinator, I credit to this day, she just smiled, because it turned out that baby was assigned to the African-American or black teacher. I keep asking people what do you prefer. So I'm going to do both. And about two months later mom was in the grocery store. Baby was now sitting up. So it was in the front of that thing, and the teacher comes from the opposite direction and the baby goes [panting] and the teacher smiled and said to mom, I'm her teacher at the center. And mom, to her credit, smiled and said thank you. Went into the center on Monday and said -- this is what happened and I'm sorry. I was wrong. I didn't know. I thought -- so we can make gains, right, guys? We can make gains. How would you feel if they disregarded your beliefs? Whatever they are? Your power to influence and teach parents to be better, to help them all do they can for their kid is huge. You can still respect their beliefs. That's when they're open to what you have to teach them. That's when they learn. You've got to foster their respect. And my favorite parent right now is Mr. Maya and I love him dearly. He was on the policy council and he's one of those parents dead serious. He speaks dialect and Spanish. And after his first meeting, he said when is the next meeting, when is the next meeting? And it turned out that we had an overnighter. We were like a church retreat. We were sitting around talking, but it was an informal support group, not planned. And there was a lot of back and forth with parents telling parents I do this, and I do that. It was a mental health session, I guess. And he loved it. At the end of a year, it didn't even take that long, I will tell you that Mr. Maya now knows that it's okay. As a matter of fact, we want him to continue to speak dialect in his family and he's doing so. He reads to his kids every night. He plays with his kids. He realizes that what he can buy them is not as important as what time he can give them. And there are people here from National Head Start Association. He had heard about the Dollar Per Child Campaign. And so migrants go to work on crew buses. All the people pile in. So Mr. Maya stood up in the crew bus as they were rolling along and told them all about the head start program, and how all these rich people have lobbyists to

protect their interests, but we don't have that sort of thing, so we're collecting a dollar a child. If any of you want to contribute. He collected \$300. The point is the guy is a learner as are most of us. And all we have to do is be given the opportunity. Mr. Perez got our yellow health book and said his kid was never out from the center again, because he read what he had to do for diarrhea. He read what he had to do for colds. He read about hand washing, what mattered, and the moms who go to the [Spanish] have made it clear to us that we need to do that program every year. That's a family literacy program that teaches parents how important it is for them to read to their kids. This has changed my life. I'm a better parent. These are just a few of the stories. And the last story is from a letter that we got from an incarcerated dad who said: Thank you so much for sending pictures that my child is drawing and letting me know what he's doing in school. I feel so connected and I will never return to this place again. That's the power you have. What more could you ask for? Okay. I wanted to do four things. Do you feel any more strongly about what you do? Please say yes. Okay. [Applause]. Will you insist on partnering with the parents you serve? [Applause]. Are you motivated to learn more about the customs whether it's saying amen in church or putting a pin on when the moon is full. And will you try to adapt your work accordingly? Then thank you. Go forth. Change the world one child at a time. Lillian Sugarman: We didn't make a mistake when we called you, Barbara. And I want to do a shout out for Victoria who got us babies when she saw it before she said it's happening next time at BTT, and it did. And I want to thank all of you, all of you, our federal leaders, our front line staff all of you for sharing this time with us. We hope we'll see you again in June. Safe travels and bless every one of you and bless all the babies' whose lives you touch. --End of Video--