Children are at the center of what we do

STRATEGIC AND PRACTICAL SUPPORT TO IMPROVE EARLY LEARNING

Actualizing an Anti-Bias Approach as Early Childhood Leaders: Beyond Books and Pictures
Presented by School Readiness Consulting
(@SRCTweets)

SESSION OBJECTIVES - PARTICIPANTS WILL:

- Investigate the spectrum of commonly used terms in anti-bias approaches
- Identify fundamental gaps in implementing an anti-bias approach and develop program-level visions for improving current practices as an early childhood leader
- Examine effective strategies and tools that early childhood leaders can adopt in order to execute a substantial anti-bias approach

DEFINING KEY WORDS AND TERMS
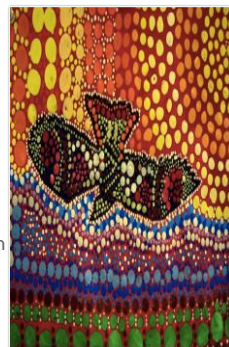
KEY WORDS

Culture

Difference

Identity

PROGRAM APPROACHES

Cultural Competency

Cultural Responsiveness

Anti-Bias Approach

GOING DEEPER: ANTI-BIAS EDUCATION

GOALS OF ANTI-BIAS EDUCATION

➤ Each child will demonstrate self awareness, confidence, family pride, and positive social identities

➤ Each child will express comfort and joy with human diversity, accurate language for human differences, and deep, caring human connections

➤ Each child will increasingly recognize unfairness, have language to describe unfairness, and understand that unfairness hurts

➤ Each child will demonstrate empowerment and the skills to act, with others or alone, against prejudice and/or discriminatory actions

CHILDREN'S IDENTITY DEVELOPMENT

5

6
7
8

9 10

WHAT IT TAKES AS A
PROGRAM LEADER

The foundation

POLL

> The foundation of anti-bias instruction is not technical, but relational. It's about authentic caring. It's not about using some generic "call and response" strategy to get kids fired up so they are excited about the same ole boring, unrelated stuff. Kids can see through that…quick."

-Zaretta Hammond

WHAT CARING MEANS

- Recognizing what families have to offer to the learning environment
- Understanding the need for consistency and longevity
- Challenging your own biases, as well as the biases of program staff
  - ► Checking the narrative when you hear stories of typically marginalized groups
- Operating with growth in mind
  - ► Respecting the journey of others

- An anti-bias approach is a priority
- All families have agency
- The vision is shared among all key members of the learning community
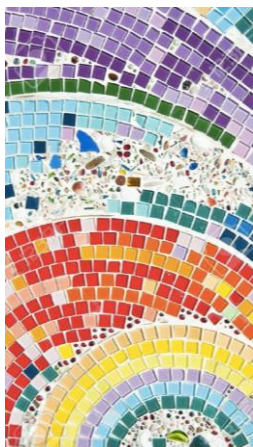- The process is cyclical and values-driven

PRINCIP LES

POLL

- Staff recruitment and hiring
- Holiday celebrations
- Staff professional learning
- Material distribution
- Family as advisors

POLICIES

- Setting anti-bias program level goals
- Challenging assumptions
- Facilitating meetings
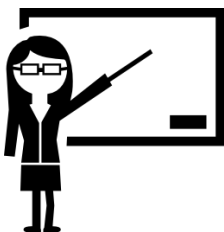- Ensuring the classroom and program environment reflects vision

PRACTICES

TANGIBLE RESULTS

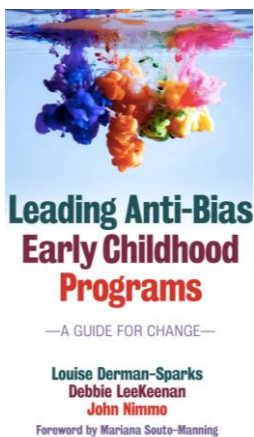Program-wide

TANGIBLE RESULTS

Individual Teachers
and Providers

TANGIBLE RESULTS

Children and
Families

ESSENTIAL READING

Leading Anti-Bias Early Childhood Programs

—A GUIDE FOR CHANGE—

Louise Derman-Sparks
Debbie LeeKeenan
John Nimmo

Foreword by Mariana Souto-Manning

What are some questions you have about what we discussed today?

Thank you for attending!

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