



# Children are at the center of what we do



STRATEGIC AND PRACTICAL SUPPORT  
TO IMPROVE EARLY LEARNING

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

# SESSION OBJECTIVES - PARTICIPANTS

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## 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

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# KEY WORDS

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Culture

Difference

Identity







# PROGRAM APPROACHES

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Cultural Competency

Cultural Responsiveness

Anti-Bias Approach





# GOING DEEPER: ANTI BIAS EDUCATION

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# GOALS OF ANTI-BIAS EDUCATION

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- ▶ 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

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# WHAT IT TAKES AS A PROGRAM LEADER

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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

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- 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

# .....PRINCIPLES

# LES





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

# .....POLICIES..... S



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

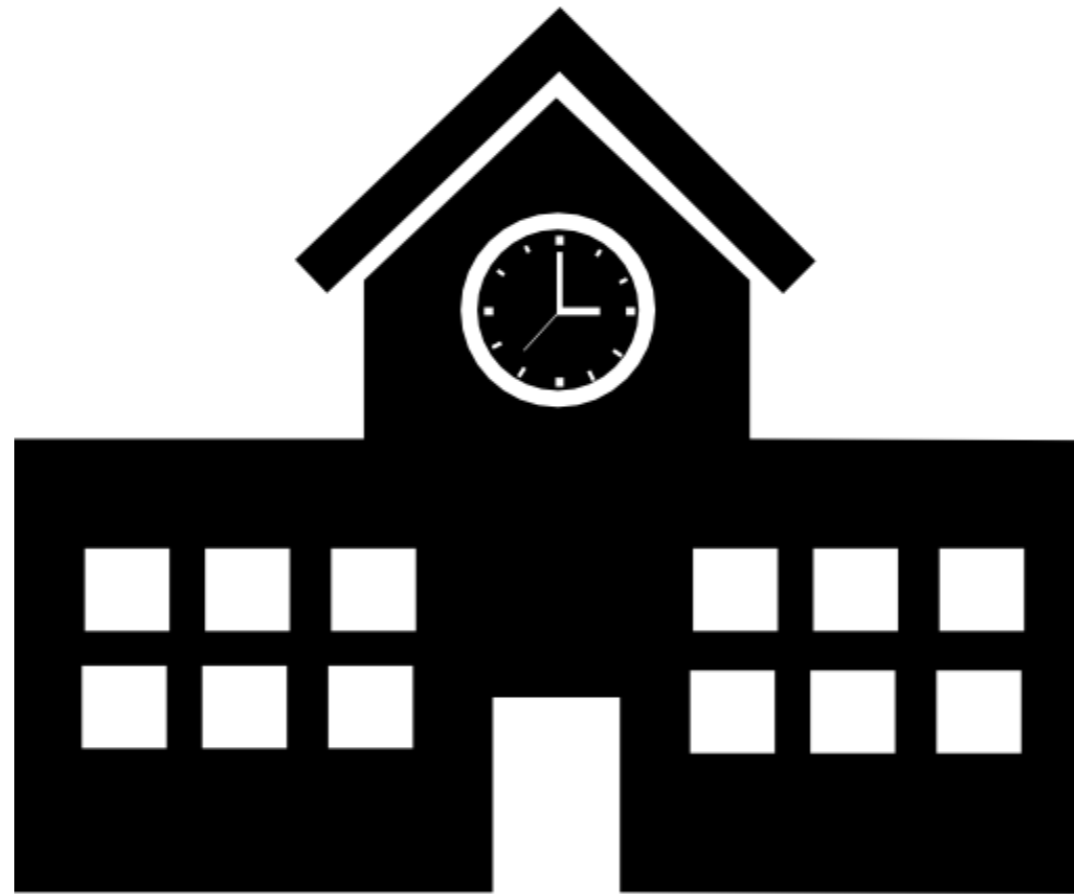
# .....PRACTI CES



# TANGIBLE RESULTS

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Program-wide

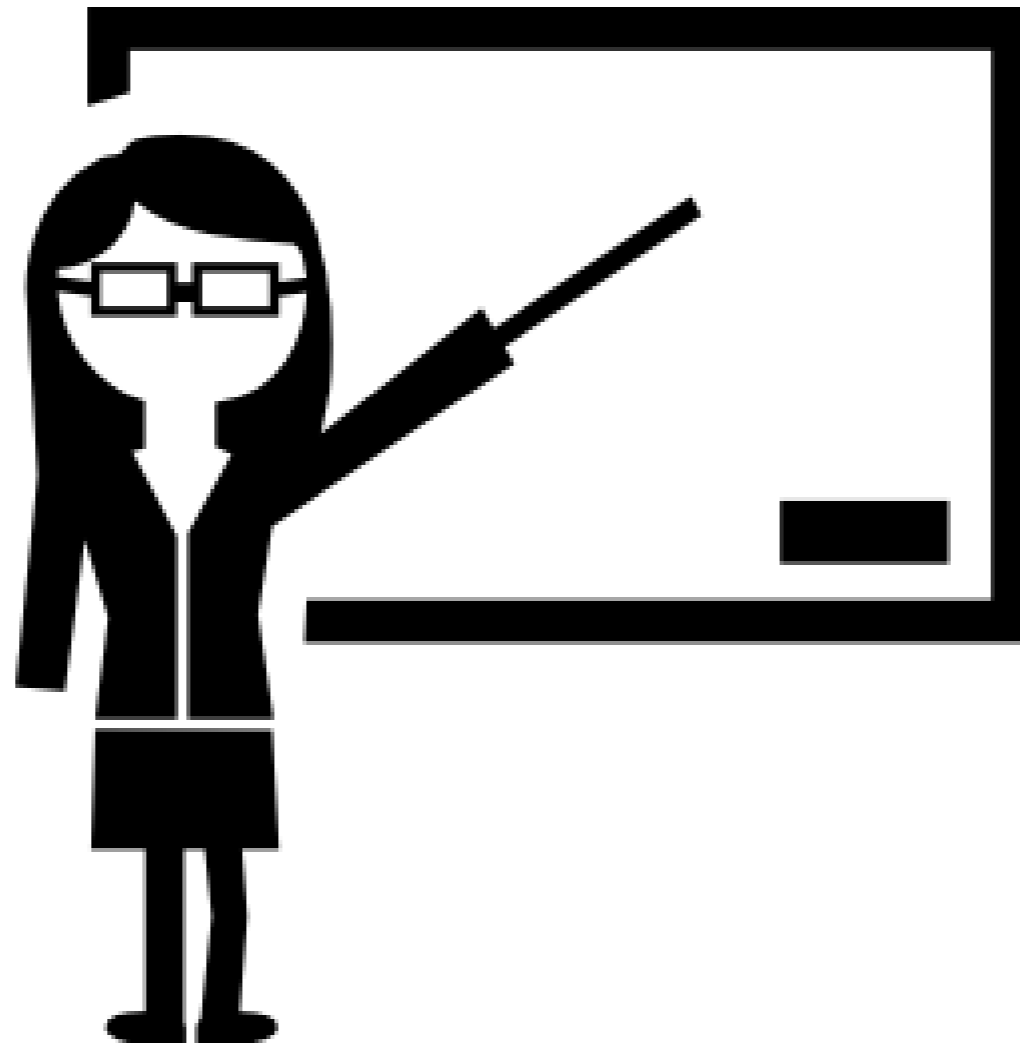




# TANGIBLE RESULTS

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Individual Teachers  
and Providers



# TANGIBLE RESULTS

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## Children and Families



ESSENTIAL  
L  
READING.....



**Leading Anti-Bias  
Early Childhood  
Programs**

—A GUIDE FOR CHANGE—

**Louise Derman-Sparks**  
**Debbie LeeKeenan**  
**John Nimmo**

Foreword by Mariana Souto-Manning



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



Thank you for attending!

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