Beyond the Peace Table: Strengthening Anti-Biased, Anti-Racist Practices

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Community Guidance:


Confidentiality.

One person talks at a time.

No advice.

Take care of yourself.

Be your authentic self.

Speak your voice, your opinion, and from your own experience. (Please do not generalize or tell someone else’s story.)

Share “air” time.

*Focus on your own learning.
The Goals of Anti-Bias Education?

The Four Goals Of Anti-Bias Education For Children:

2. Embrace and celebrate differences and develop accurate language to understand diversity.
3. Identify unfairness and bias, have language to describe inequity, and understand bias hurts.
4. Empowered to advocate against prejudice and bias.

The Five Goals Of Anti-Bias Education For Educators:

1. Gain a deeper awareness of who you are and understand your own social identity and cultural context.
2. Reflect on and examine your own biases.
3. Identify how you have been advantaged and disadvantaged by the stereotypes or prejudices you have absorbed about yourself and others.
4. Reflect on and examine your ideas, feelings, and experiences of advocacy and social justice activism.
5. Connect, dialogue, and collaborate with others.

The Anti-Racist Classroom:

1. Undermines the current “ways we do things around here”
2. Teachers are aware of own biases and confronts them
3. Resists stereotypical messages
4. Race is a part of a student’s identity- never all of who they are
Who I am...
What is your role as an Anti-Bias Anti-Racist Montessori Educator?

Individual Goals and Action Plan:

<table>
<thead>
<tr>
<th>Anti-Bias Anti-Racist Goal</th>
<th>What I will Do</th>
<th>Support I Need (From...)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
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<td>2.</td>
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<td>3.</td>
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### Anti-Bias Montessori Scavenger Hunt

<table>
<thead>
<tr>
<th>🔄 Pictures/Photographs of children and their families</th>
<th>🔄 A book about two moms or two dads</th>
</tr>
</thead>
<tbody>
<tr>
<td>🔄 Art materials that support children in creating accurate self portraits</td>
<td>🔄 Baby Washing dolls with different skin tones</td>
</tr>
<tr>
<td>🔄 Books, art, and materials that reflect children who exist outside of the gender binary.</td>
<td>🔄 Positive photographs/pictures of children from other cultures and countries</td>
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<tr>
<td>🔄 School provided snack that supports all children's allergies and sensitivities and respects all children's cultural and religious identities.</td>
<td>🔄 A co-worker who does not share the same gender, race, ethnic background, and/or sexual orientation as you</td>
</tr>
<tr>
<td>🔄 A teacher/staff member who has the same race and/or ethnic background as students</td>
<td>🔄 Body positive books and images that show children in non-traditional (stereotypical) roles</td>
</tr>
<tr>
<td>🔄 School supplied extra change-of clothes, diapers, indoor shoes for children who may need them</td>
<td>🔄 Books about community members who are often &quot;invisible&quot; like waitstaff, farm workers, bus drivers, cleaners, etc.</td>
</tr>
<tr>
<td>🔄 Books and songs that include all family structures</td>
<td>🔄 Classroom lights and excess sunlight can be turned off or shaded easily</td>
</tr>
<tr>
<td>🔄 There are different types of fidgets available for children to explore (bouncy band for a chair, squishy ball for a hand, weighted vest for circle time)</td>
<td>🔄 Heavy work is ready and easily accessible to all children (This may include the outdoor space.)</td>
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Books to Read

Why Are All the Black Kids Sitting Together in the Cafeteria? by Beverly Daniel Tatum, PhD

Stamped from the Beginning by Ibram X. Kendi

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