

## ANTI-BIAS EDUCATION GOALS

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Revised, 1997 (modified in 2007 for this exercise)

### Applying the Goals for Adults

The specific issues and tasks necessary for working towards these goals will vary for members of your work group depending on your CULTURAL backgrounds, ages and life experiences. Focus on the following Anti-bias Education Goal as a work group and discuss the expectations for implementing this goal in your daily life as well as the challenges you will be addressing on your journey to become an Anti-bias Educator.

The four Anti-bias Education Goals interact with and build on each other. Their combined intent is to empower each person to resist the negative impact of racism on their development and to grow as adults who will want and be able to work with others to eliminate all forms of oppression. In other words, the underlying intent is not to end racism in one generation by changing attitudes and behaviors, but to promote critical thinkers and activists who can work for social change and participate in creating a caring culture in a world of differences.

#### Goal #1

##### • NURTURE CONSTRUCTION OF A KNOWLEDGEABLE, CONFIDENT SELF-IDENTITY AND IDENTITY

This goal means creating conditions in which you are able to like who you are without needing to feel superior to anyone else. It also means enabling yourself to develop bi-culturally -to be able to effectively interact within your home culture and within the dominant culture. **What is meant by group identity for you?**

- First, it is important to be confident and accepting of yourself.
  - When everyone is secure, it is easier for everyone to work together as a team.
  - When one person contributes it may encourage other people to do the same. If everyone in the group is working toward one common goal, it becomes easier to achieve it.
  - Be proud of your culture, but don't make others feel inferior.
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- Knowing who you are/find yourself before you like yourself.
  - Having respect for yourself and for others.
  - Be proud of your culture but not ethnocentric.
  - Opening up to others.
  - Stepping out of your comfort zone
  - Finding common interests
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- Working as one unit/sharing one's own opinion
  - Communicating with one another
  - Understand, there's no "one" single identity within a group/dynamic
  - Be tolerant. Be more accepting.
  - Make each person feel welcomed/valued
  - There is no wrong or right but different perspectives
  - Be confident about who I am!
  - Listen/track (back and forth) - Don't hog the show!

## Goal #2

### **PROMOTE YOUR COMFORTABLE, EMPATHIC INTERACTION WITH PEOPLE FROM DIVERSE BACKGROUNDS**

This goal means developing of the cognitive awareness, emotional disposition, and behavioral skills needed to respectfully and effectively learn about differences, comfortably negotiate and adapt to differences; and cognitively understand and emotionally accept the common humanity that all people share. *What do you have to do to achieve this?*

- *Have a "getting to know you" activity (like the *conocimiento*) where you are able to find out more about a person based on their likes/dislikes and hobbies rather than their skin color.*
- *Fully engage with a person by giving eye contact and attention while taking with them.*
- *"Getting to know my family. Highlight a different family every week/month, so children/parents can get to know a new culture or family.*
- *Workshops with parents and teachers, this way the things kids are learning in school can be practiced with the parents. Instead of it being a lost lesson*
- *Potluck, bring in foods from different cultures.*

[Remember this was to look at Your Journey to become an Anti-bias Educator, not how you will implement this goal for your classroom]

- *Being open minded towards other cultures and their values*
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- *Being a fair communicator and not be judgmental*
  - *Being willing to take risks and criticism*
  - *Experiment and learn about other cultures and their values, traditions, etc.*
  - *Be accepting to new ideas and ask questions when you do not understand*
  - *Agree to disagree*
  - *Develop an attitude and equality by being aware of others feelings and beliefs and cultures*
  - *Be patient*
  - *Be willing to admit and accept your mistakes.*

## Goal #3

### **FOSTER YOUR CRITICAL THINKING ABOUT BIAS**

This goal means developing of the cognitive skills to identify "unfair" and "untrue" images (stereotypes), comments (teasing, name calling), and behaviors (discrimination) directed at one's own or others' identities (be they gender, race, ethnicity, disability, class, age, weight, etc.) AND having the emotional empathy to know that bias hurts. *What steps will you take to achieve this goal?*

- *Educate oneself in the meanings of names used negatively towards oneself and other people.*
- *Question the stereotype: where did it come from? Where did we learn it? Are we passing it to our children? Is there truth to it?*
- *Don't see the stereotype, see the person.*
- *Acknowledge that we are biased, and "catch" ourselves in the situations where we are doing it so that we can work towards changing it.*
- *Be conscious of individuals feelings and how words can cause pain.*
- *Educate yourself - stay in touch with oneself and the world around you.*

- *Be open to learn about other genders, races, ethnicities, disabilities, class, age, weight, etc.*
- *Don't be afraid to ask!*

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- *Give people knowledge*
- *Taking away the negative powers of words into a positive meaning*
- *Exploring and sharing your own and others cultures, race, ethnicity, etc.*

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- *What we feel is bias!*
- *Open minded - not narrow*
- *Respect each child for who they are.*
- *Don't assume, ask!*
- *Taking direction.*

#### Goal #4

#### **CULTIVATE YOUR ABILITY TO STAND UP FOR YOURSELF AND FOR OTHERS IN THE FACE OF BIAS**

This "activism" goal includes learning and practicing a variety of ways to act: (a) when another person acts in a biased manner toward you or others, (b) when you act in a biased manner toward another person or group. Goal four builds on goal three: Critical thinking and empathy are necessary components of acting for oneself or others in the face of bias. *What skills do you need to develop to implement this goal?*

##### Expectations: (for ourselves)

- *Watch what you say to people, see reaction.*
- *Before assuming because of race/class/se/etc., put yourself in their shoes*
- *Be open minded - to other's views/beliefs/culture*

##### When we witness a situation

- *Depending on situation, it's hard to "step in"*
- *Try to stay neutral*
- *Opening other's mind, not necessarily insulting anyone, or arguing. Just encourage them to see other views.*
- *Hard to "butt" in on a situation that isn't yours. When do you decide it's appropriate to step in? Do we need to step in?*

##### Skills

- *Courage*
- *Knowledge regarding anti-bias*
- *People skills (know how to approach in friendly way)*
- *Keep an open mind*
- *Know about different expectations.*

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- a. *A person should speak up for themselves and make a person aware about how bias or racism towards them makes them feel. They shouldn't just say don't make comments like those, but explain and make sure the other party understands how its not acceptable. People shouldn't be afraid to act for others who cannot, using and choosing one's word better in order to be part of the bias ideas.*

- b. *You need to be considerate of other cultures and sensitive to their customs. Getting involved, not just advocating for one but all. And recognizing you bias ideas and looking to change them.*
  - c. *One needs to find confidence within themselves in order to stand up for yourself and others.*
  - d. *Understanding others struggle*
  - e. *Recognize that not everyone is going to have the same views.*
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- *Individual must have self-control*
- *Emotional control*
- *Putting problem into prospective, so people are able to see, analyze, re-state t*
- *Having patience to listen with confidence*
- *Be an active listener*
- *Have confidence to speak your mind, defend yourself or group that is being offended.*

**[Note:** In this exercise continue to explore how you as an Anti-bias Educator will incorporate these goals into your daily life. Work on personalizing each strategy that you have identified, This exercise was your initial brainstorm on the second day of class - it is only the beginning step].