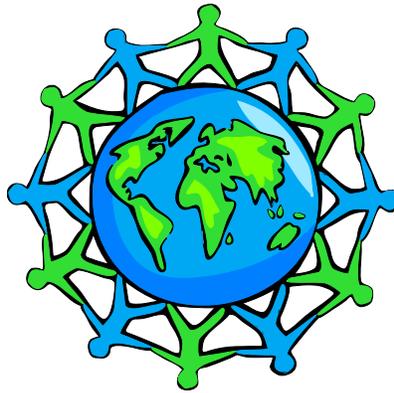


Anti-Bias & Black History Month

Our schools are engaged in a practice of Anti-Bias Early Education. As outlined by the National Association for the Education of Young Children (NAEYC), Anti-Bias Early Education is a philosophical and tactical approach to creating equitable, open, and nurturing spaces for all children and adults to learn, thrive, and grow.

Little Sprouts respects all of our children's and families' traditions, backgrounds and, differences. Anti-Bias is a daily practice aimed at helping everyone feel welcomed and comfortable in the classroom. While we all know February is Black History Month, Anti-Bias urges us to reconsider our understanding of what this month should entail. Rather than a time to **celebrate**, Black History Month should serve as a time to **validate**. Validation helps to acknowledge that there are societal efforts to marginalize or minimize the full participation of people of color **today**. Acknowledging this discrepancy is a crucial step toward becoming anti-racist.

During Black History Month (and all year long), all Black voices should be included in the discussion: both past and present, and as the complex, multi-faceted humans they were and are.



ANTI-BIAS is about making everyone feel
welcomed and safe.

BLACK HISTORY MONTH

During Black History Month, we should all take the time to further educate ourselves on what it means to be a person of color living in the United States, throughout our history and up to today. Here are some factors to consider in your classroom.

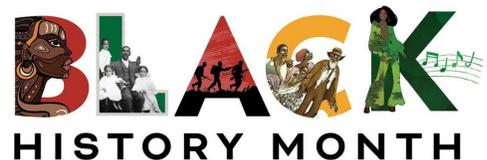
Black History is American history. When talking about Black history, make it relevant to everyone in the classroom.

Celebrate Black culture by reading books by Black authors and listening to Black music that has influenced American culture.

Black History Month is a great time to create a foundation of Black history and education, but be sure to continue it throughout the year.

DO's and DON'T's:

- **DO** relate Black history to other parts of your curriculum.
- **DO NOT** stop regular curriculum, as this will trivialize Black history.
- **DO** connect history to today. While an event may have happened a long time ago, we can still reflect on how it impacts our world today.
- **DO NOT** talk about Black history in solely "feel-good" language or as a "thing of the past."
- **DO** break down big ideas into age-appropriate lessons in which the child can relate.
- **DO NOT** sweep differences under the rug when children ask questions about race. Give children simple, concrete explanations.
- **DO** affirm a valued place for all children. Look for books and media that are inclusive and reflect the diversity of our communities.



Meaningful ways to celebrate Black History Month with your team:

- Don't be colorblind. Openly and respectfully discuss, embrace and be proud of everyone's cultural and ethnic backgrounds.
- Support each other. Give each other ideas on how to talk with children about complicated topics like race.
- Promote Black art, film, and literature. Share your favorites and check out something new. Hold a team book club or movie-watching club.
- As with all activities, don't single anyone out. Involvement is a choice.

"Developmental psychology research has shown that by the time they start kindergarten, children begin to show many of the same implicit racial attitudes that adults in our culture hold. Children have already learned to associate some groups with higher status, or more positive value, than others."

Sources: <https://www.pbs.org/parents/thrive/teaching-your-child-about-black-history-month>
<https://centerracialjustice.org/resources/black-history-month-resource-guide-for-educators-and-families/>

Do you have ideas on how your team or the organization could best foster inclusion? We're listening! Email wearelistening@littlesprouts.com if you have thoughts or observations to share.