



ANTI-BIAS EARLY EDUCATION

In addition to a Principle-Centered Climate, the Little Sprouts organization emphasizes an anti-bias philosophy. Our goal is to empower children, families, and staff to be open, understanding and antiracist. We strive to help individuals learn how to feel loved, how to show love for others, how to recognize how it feels to be respected, how to show respect for others, how to question injustice, decipher what is fair, and advocate for themselves and others. We believe that everyone deserves love and respect. We recognize that making assumptions about individuals based on their race, size, age, socioeconomic status, ethnic or religious background, family structure, gender, or academic abilities perpetuates a culture of intolerance.



Through the guidance of the NAEYC Anti-Bias Education, the Little Sprouts organization aims to model behavior that **celebrates diversity** and **fosters inclusivity**, while teaching the next generation to champion **justice** and **equal rights**.

In order to promote each child's and family's uniqueness and value, we strive (and ask all members of our community to strive) toward achieving the 4 main goals of NAEYC 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 .

Reference: https://www.naeyc.org/sites/default/files/globallyshared/downloads/PDFs/resources/topics/Chap1_Anti-Bias%20Education.pdf

To achieve this, Little Sprouts operates as a non-political and non-religious network of early learning centers and schools. This means:

- We welcome a wide range of **cultures, traditions, backgrounds** and **experiences** in order to authentically **celebrate diversity** and **inclusion**.
- We believe that it is not **differences** that create bias, but instead it is the **absence of learning** about **human diversity** that teaches bias and fear: **children learn prejudice from prejudice**.
- We believe that when a teacher initiates the celebration or elevation of any one specific personal, religious, and cultural holiday in our program, it presents the **risk of isolating some children**, while contributing to the development of **ethnocentrism** of others.
- Instead, we place emphasis on a **multiracial** and **multicultural** society. We teach children to be proud of their own culture while introducing them to other cultures to **broaden their view of the world**.
- Ultimately, we seek to **celebrate curiosity** and **remain open and welcoming** to children and families to initiate healthy, loving, and meaningful introductions to how they and their families and neighbors engage in **cultural traditions, ceremonies, holidays, and celebrations**.