



ANTI-BIAS EDUCATION GOALS

By Louise Derman-Sparks

📖 The following goals are for **ALL** children. The specific issues and tasks necessary for working towards these goals will vary for children depending on their **CULTURAL** backgrounds, ages and life experiences.

- **Nurture each child’s construction of a knowledgeable, confident self-concept and group identity.**

This goal means creating the educational conditions in which all children are able to like who they are without needing to feel superior to anyone else. It also means enabling children to develop biculturally—to be able to effectively interact within their home culture and within the dominant culture.

- **Promote each child’s comfortable, empathic interaction with people from diverse backgrounds.**

This goal means guiding children’s development of the cognitive awareness, emotional disposition, & behavioral skills needed to respectfully & effectively learn about differences, comfortably negotiate & adapt to differences, & cognitively understand & emotionally accept the common humanity that all people share.

- **Foster each child’s critical thinking about bias.**

This goal means guiding children’s development of the cognitive skills to identify “unfair” & “untrue” images (stereotypes), comments (teasing, name-calling), & behaviors (discrimination) directed at one’s own or others’ identities (be they gender, race, ethnicity, disability, class, age, weight, etc) & having the emotional empathy to know that bias hurts.

- **Cultivate each child’s ability to stand up for her/himself & for others in the face of bias.**

This “activism” goal includes helping every child learn & practice a variety of ways to act: (a) when another child acts in a biased manner toward her or him, (b) when a child acts in a biased manner toward another child, (c) when an adult acts in a biased manner. Goal four builds on goal three: Critical thinking & empathy are necessary components of acting for oneself or others in the face of bias.

📖 These four goals interact with and build on each other. Their combined intent is to empower children to resist the negative impact of racism in their development and to grow into adults who will want and be able to work with others to eliminate all forms of oppression. In another words, the underlying intent is not to end racism in one generation by changing children’s 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