



**YWCA Children's Center & Wellmont Child Development Center  
Anti- Bias Curriculum  
Hallmark Program- Racial Justice**

**Program Objectives**

1. To provide each child in preschool a consistent anti bias classroom environment based on the *"Anti-Bias Curriculum: Tools for Empowering Young Children"*.
2. To provide ongoing staff development through "in house" staff trainings and opportunities to attend outreach education programs that educate on the anti bias concept and diversity in the classroom.
3. To educate preschoolers to celebrate their uniqueness and build a foundation for developing into an individual with a loving, kind character who accepts differences in others.

**Program Measurements**

1. Documentation is maintained on anti bias program themes and activities provided through lesson plans. Annually the program is rated on *Promoting Acceptance of Diversity* through the state licensure requirements.
2. Attendance records are maintained and an evaluation completed by attendees to evaluate the effectiveness of the workshop and document training hours
3. Annually parents complete a family questionnaire that includes feedback on their child's exposure to diverse and cultural environment, activities and subjects.

**Proposed Outcome**

1. By providing a consistent anti bias classroom environment the result will demonstrate in the children's change of acceptance of all differences, they will view differences as "normal" not "abnormal". The classroom will promote an effective learning atmosphere through hands on activities, auditory and visual environment that offers daily exposure.
2. Staff development trainings will produce educated and prepared teachers in the classroom to discuss, teach and implement anti bias program themes and activities.
3. The children will exhibit understanding differences in others and express expanded knowledge of race, culture, gender, age, different abled/ handicapped persons, non-sexist work and leisure roles in men/women and boys/girls.