

ANTI-BIAS STRATEGIC PLANNING SHEET: Reading your Setting to form Goals and Actions

What are the significant **contextual factors** you need to consider about your center and local community with regard to diversity work? (i.e., demographics, politics, history, values, resources, culture)

Who are the **allies** (people who will support you & understand your purpose) you have already identified? (i.e., administration, teachers, parents, community members, friends)

Who are some **potential allies** you could reach out to next?

What **resources** do you have for your diversity work? (e.g. grants, classes, experts, time, money, commitment.)

Who are the **gatekeepers** in the community? (Who or what can deny or provide access to resources)

What **barriers** do you see to your diversity work? (i.e., financial, demographic, education, etc)

What **fears or concerns** do you have about shifting the center to an anti-bias approach?

What are the three most important **long-term goals** you have for diversity work at your center?

1.

2.

3.

Considering all the responses above, where do you want to start? What are three specific **strategies/actions** you feel you can commit to this year? (focus on families right now)

1.

2.

3.

Anything else?

(Nimmo, NAEYC Orlando, November 2011 rev)