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

I. **Establish Baseline**

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

What aspects of my **Learning Environment** (center and classrooms) might affect anti-bias change?

Who are the **stakeholders** in my program and what are my impressions about their readiness and capacity for anti-bias work?

What are some of the key aspects of the **culture and history** of my program (e.g. values, rituals, informal and formal policies, celebrations, relationships) that might affect anti-bias change?

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

(Nimmo & LeeKeenan, rev 2018)

II.   Analysis: Drawing from the information on the previous page, respond to the following questions.

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* I could reach out to next?

What *resources or opportunities* can I identify for diversity/equity work? (e.g. grants, classes, experts, time, money, commitment, etc.)

What *barriers/obstacles* do I see to anti-bias work? (i.e., financial, demographic, education, etc.)

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

What is my assessment of the **readiness** of myself , staff, families and community to shift toward an anti-bias program?

(Nimmo & LeeKeenan, rev 2018)

III.   **Develop Anti-bias Goals and Plan of Action**

What are the three most important **long –term goals** you have for diversity/equity work at your program/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?

1.

2.

3.

Anything else?