
Anti-Bias Leadership Team

November 3, 2021

Where We've Been

- Strategies to Understand Low-Incidence Populations in Hanover: Gender, Race, Sexuality, and Religion etc.
 - Study Group - Spring of 2018
- Anti-Bias Leadership Team Formed
 - Fall 2019
- Trainings:
 - Bias in the School Setting training for all staff (winter/spring 2019)
 - Safe and Supportive Schools training for all staff (spring 2019)
 - ADL World of Difference Workshop for HMS staff (fall 2019)
 - Safe and Supportive Schools Inclusivity in Schools with Young Children training for Cedar Staff (June 2020)
 - Full day PD for all staff - January 2021
 - Creating Cultures of Belonging in the Face of Inequities with Dr. Darnissa Amante-Jackson
 - Centering the Literacy Lives of BIPOC Children with Dr. Kim Parker
- Obtained a Comprehensive School Health Services grant to fund our efforts related to how these concerns may cause health disparities.

Where We Are

- Cedar pilot of "Diverse Leaders In The Classroom Program" through Raising Multicultural Children (RMK) (Spring 2021) resulted in School-Wide adoption in all K/1 classes for the 2021-22 school year
- Stephen Hegarty & Michael Wade (HHS) trained in summer of 2021 with the ADL to pilot a year-long *World of Difference* class at HHS
- HHS is participating in a research project with BU to study the effects of the *World of Difference* program
- In process of beginning to expand from one centralized leadership team to adding school-based leadership teams for further work around curriculum, school culture, and policies/practices
- Anti-bias team liaison attendance at Hanover Unity Council meetings.

Where We Hope to Go

- RMK expansion to Center School
- More parent/caregiver/community representation on our school-based leadership teams
- World of Difference engagement with middle school students
- Ongoing PD opportunities for staff at both the district and school level
- Partnerships with the Hanover Unity Council and community organizations

Why is This Important?

- The mission of the Hanover Public Schools:
 “to guide each and every student to thrive in a global society.”
- Learning about diversity and equity serves ALL students in this goal, not just diverse communities
- Students can’t learn until they feel safe and belong
- Inclusiveness includes validating students’ identities (race, ethnicity, orientation, gender, culture)
 - Representation matters: in literature, posters, accomplishments of a variety of people

Thank you!