

**Adult Development Goals:** (From: Antibias Education Goals and Outcomes - Derman-Sparks, Edwards and Goins, 2020)

Growing as an anti-bias/anti-racist educator includes introspection, self-reflection and a commitment to ongoing learning. Working with the following adult development goals will serve to deepen our relationships, collaborations, cultural relevance, critical pedagogy, and activism.

**Goal 1: IDENTITY**

**Educators will increase awareness and understanding of our own individual and social identity in its many facets and our own cultural contexts, both in childhood and currently.**

**Goal 2: DIVERSITY**

**Educators will examine what we have personally learned about differences, connection, and what we enjoy or fear across lines of human diversity.**

**Goal 3: JUSTICE**

**Educators will identify how we have been advantaged or disadvantaged by the “isms” and the stereotypes or prejudices we have absorbed about ourselves or others.**

**Goal 4: ACTION**

**Educators will explore our ideas, feelings, and experiences of social justice activism; open up dialogue with colleagues and families about all these goals; and develop the courage and commitment to be a voice for children.**