

# The Anti Bias Approach

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# History



- Developed in the beginning of the 1980 s mainly by two students of education (Louise Derman-Sparks and Carol Brunson-Philips) in California.
- The initial point: Their dissatisfaction with former approaches of multicultural education.
- Their aim was, to avoid discrimination with educational methods for primary schools.

# History

- The 4 most important aims in the Anti Bias Work with children:
- Reinforce everyone in their identities.
- Enable experiences with social diversity to the children.
- Encourage critical thinking about justice and fairness
- Encourage them to become active against discrimination





# History

- In the Beginning of the 1990 s, also in South-Africa, the Anti-Bias Approach became known.
- Especially since the official End of the apartheid (1994), the Anti Bias Approach got important, `cause it enabled people to face up to their still existing internalized racism.
- A selforganised network adapted the Anti Bias Methods to adult education and implemented advanced trainings to teachers and educators. The aim was, to realize one`s own hierarchical and opressing actions and to learn new behaviours in the changed structures of society.

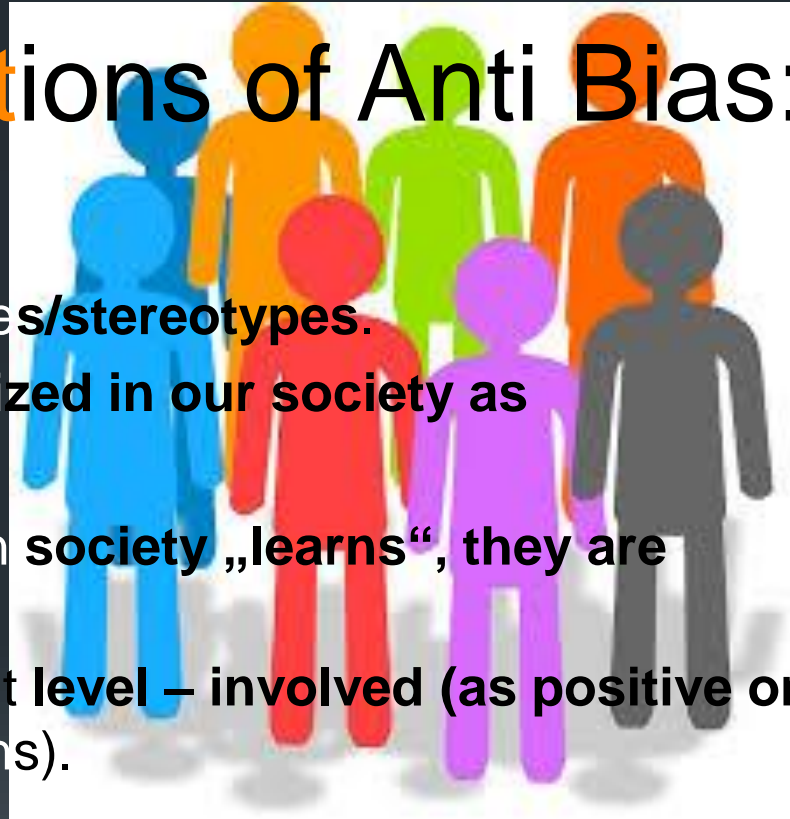
# History

- In the end of 1990s the Anti Bias Approach became known in Germany.
- First experiences in the project „learning from the south“ of the organisation INKOTA. In an international team (also with trainers from south africa) Anti Bias Seminars were implemented.
- Different groups and organisations arised, which are engaged in the Anti Bias work in Germany.



# Basic Assumptions of Anti Bias:

- Every person has prejudices/stereotypes.
- Prejudices are institutionalized in our society as ideologies.
- The prejudices everyone in society „learns“, they are socialized.
- Everyone is – on a different level – involved (as positive or negative concerned persons).



# Function of prejudices:

- Reinforcement of the ability to orientate and to deal. Reduction of complexity.
- Receipt of a positive self-image – depreciation of „the other“.
- Legimation of leadership and oppression. Participation in power structures, at the cost of „others“.





# Principles of the Anti Bias Approach:

- It includes all categories of discrimination (it`s intersectional).
- It deals for example with societal assessments related to differences in Gender, social status, Age, disability, skin colour, language, sexual orientation and the consequences of these assessments on the lifes of humans.
- The institutionalization of these discriminations is supported by ideologies which includes, that some groups of humans are „better“ than others. The centre of racism, sexism, antisemitism, etc. includes the pattern of thinking, that specific groups in society are superior than others.



# Principles



- People don't develop prejudices individually, but relate to stereotypes, which are current in society.
- Bias related to power can cause discrimination.
- Power is defined as privileges, abilities and resources at an individual and structural level.
- Anti Bias smoothes the way for a society, which is aware of prejudices and poor of discrimination.

Methods ...

