



Academy for Global Citizenship

AGC Anti-Racist/Anti-Bias Policy

AGC's Mission Statement

AGC develops mindful leaders who take action both now and in the future to positively impact their communities and the world beyond.

Overview

As reflected in our mission statement, the Academy for Global Citizenship strives to “develop mindful leaders who take action both now and in the future to positively impact their communities and the world beyond.” To this end, we have created this Anti-Racist / Anti-Bias Policy to guide teaching and learning at AGC.

Purpose

The Academy for Global Citizenship recognizes that racism and privilege are present in our culture and our school. We recognize the need to:

1. Become aware of the manifestations of racism and privilege in our own lives, in the systems we create and support, and in our culture
2. Work as a team to dismantle and reorganize the systems that support racism and privilege
3. Actively support each other and our families to acknowledge, honor, and appreciate differences
4. Incorporate anti-racism/anti-biased education at every level of our school.

AGC takes a progressive approach to transform education that holistically critiques and responds to discriminatory policies and practices in education. Our school and our approach to education is grounded in ideals of social justice, education equity, and a dedication to providing educational experiences in which all students reach their full potential as learners and as socially aware and active beings – locally, nationally, and globally.

The underlying goal of AGC is to affect social change. The pathway toward this goal incorporates three strands of transformation:

- the transformation of self;
- the transformation of schools and schooling; and
- the transformation of our community, city and society.

Anti-bias/anti-racism education promotes learning about each other's differences, invites children to be proud of themselves and their families, teaches students to respect and honor differences, recognize bias, and to speak up for what is right. Anti-bias education not only addresses race and ethnicity but also includes gender, language, religious diversity, sexual orientation, physical and mental abilities, and economic class. Anti-bias education takes an active, problem-solving approach that is integrated into all aspects of an existing curriculum and a school's environment. An anti-bias curriculum promotes an understanding of social problems and invites students to invent strategies for improving social conditions.

Definitions (Adapted from the Government Alliance on Race and Equity at www.racialequityalliance.org)

Anti-racism: the practice of identifying, challenging, and changing the values, structures, and behaviors that perpetuate systemic racism.

Individual racism: pre-judgment, bias, or discrimination by an individual based on race. Individual racism includes both privately held beliefs, conscious and unconscious, and external behaviors and actions towards others.

Institutional Racism: occurs within institutions and organizations, such as schools, that adopt and maintain policies, practices, and procedures that often unintentionally produce inequitable outcomes for people of color and advantages for white people.

Structural (or systemic) racism: encompasses the history and current reality of institutional racism across all institutions and society. It refers to the history, culture, ideology, and interactions of institutions and policies that perpetuate a system of inequity that is detrimental to communities of color.

Roles and Responsibilities in Supporting Anti-Racism/Anti-Bias

Faculty

- Model anti-racism and anti-bias language and actions in the classroom.
- Refrain from engaging in racist or biased speech and actions.
- Provide students with explicit teaching and curriculum related to anti-racism and anti-bias philosophy and action.
- Provide students with opportunities to engage in anti-racist and anti-bias philosophy through classroom engagement activities and discussion.
- Structure conditions during school to promote Anti-Racism / Anti-Bias.
- Review the Anti-Racism / Anti-Bias Policy often, particularly when planning for units.
- Collaborate with administration, students and parents to create AGC as a safe space for all.

Students

- Refrain from engaging in racist or biased speech and actions.
- Will support one another to engage in anti-racist and anti-bias behavior.
- Collaborate with administration, faculty and parents to create AGC as a safe space for all.
- Be open to engaging in anti-racist and anti-bias curriculum, discussions and activities.

Administration

- Support the Anti-Racism/Anti-Bias policy and investigate all reports of racist or discriminatory behavior against a specific person or group (outlined by this policy) as requested.
- Refrain from engaging in racist or biased speech and actions.
- Ensure that all staff, students, and parents understand definitions, responsibilities, and repercussions.
- Ensure the Anti-Racism/Anti-Bias policy is applied consistently throughout the school.
- Collaborate with faculty, students and parents to create AGC as a safe space for all.

Parents and Guardians

- Refrain from engaging in racist or biased speech and actions.
- Encourage your child to practice anti-racism/anti-bias words and actions.

- Cultivate a culture of anti-racism/anti-bias at home.
- Encourage your child to practice anti-racism and anti-bias culture at school.
- Support other AGC families to engage in anti-racist and anti-bias cultures.
- Address concerns of racism and bias with your student and school personnel if necessary.
- Collaborate with administration, faculty and students to create AGC as a safe space for all.

Responding to Racism and Bias

While we aim to create a community and culture that is anti-racist and anti-biased, we understand that there will be situations where staff, students and families participate in racist and biased actions. When these incidents occur, we are committed to responding with a restorative approach. This will look different depending on the situation, but could include, and is not limited to, peace circles, book clubs, anti-racist/anti-bias training.

Anti-Racism / Anti-Bias Guiding Documents

- Partially adapted from the City Garden Montessori Anti-Racist Policy
- [Association for Prevention Teaching and Research Anti-Racist Guidelines](#)
- Partially adapted from the Albermarle County Schools Anti-Racist Policy
- Boston University [Anti-Racism Center](#)
- The Government Alliance on Race and Equity
- Resource: <https://www.cnn.com/2020/07/06/us/racism-words-phrases-slavery-trnd/index.html>

Communication and Review of Policy

The AGC Anti-Racist / Anti-Bias Policy is a living document that will be reviewed and/or revised minimally on a yearly basis. It was developed by school administration and students from the Class of 2020 as a guide to frame our work. Staff, students, and parents will be expected to adhere to this policy. The AGC Anti-Racist / Anti-Bias Policy will be shared through AGC's website and reviewed with students during homeroom/advisory classes. The AGC Anti-Racist / Anti-Bias Policy, along with other policies, will be presented to parents during Parent University and IB Curriculum Night at the beginning of the school year. AGC Anti-Racist / Anti-Bias Policy will be shared through AGC website.