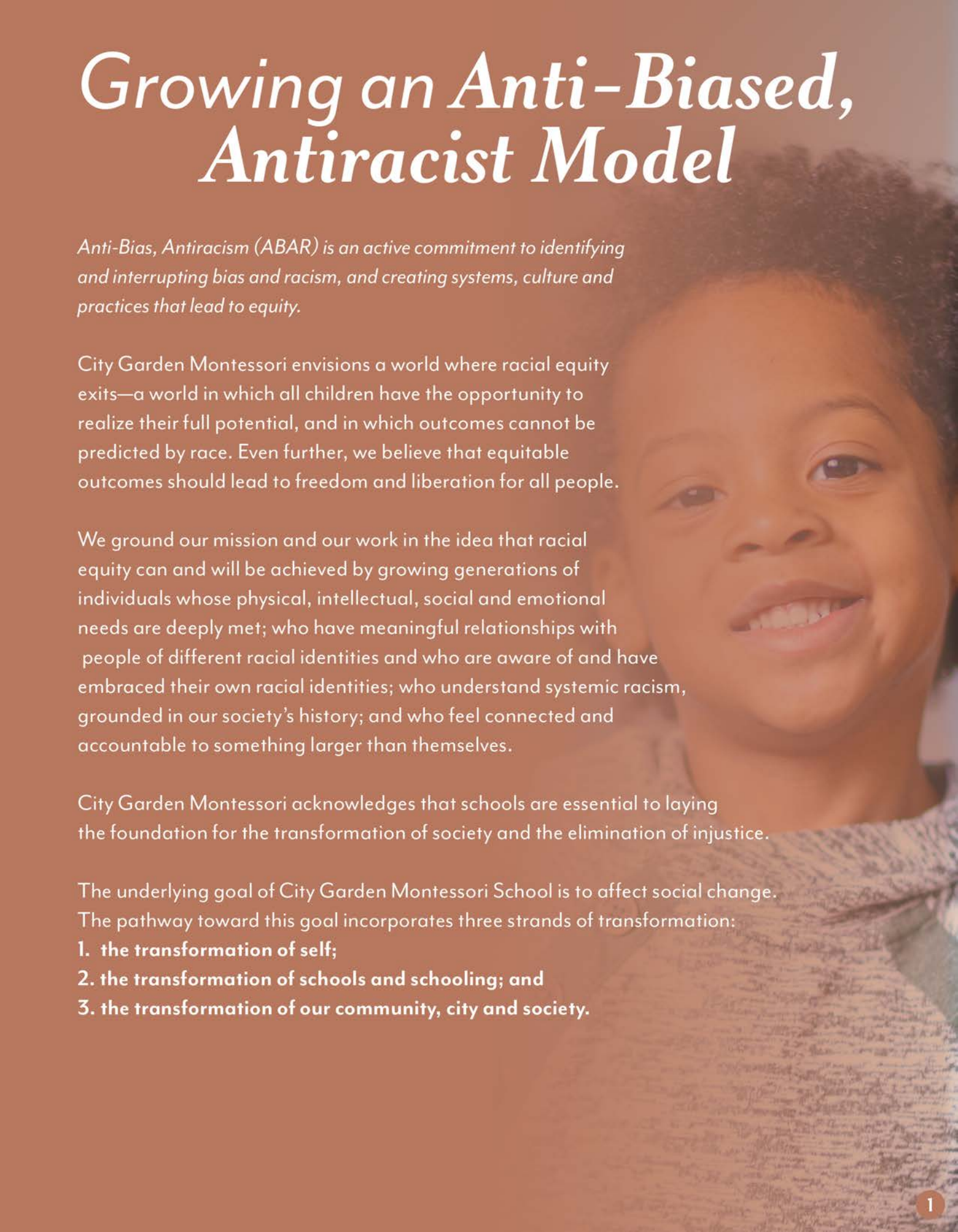
Growing an Anti-Biased, Antiracist Model



Anti-Bias, Antiracism (ABAR) is an active commitment to identifying and interrupting bias and racism, and creating systems, culture and practices that lead to equity.

City Garden Montessori envisions a world where racial equity exits—a world in which all children have the opportunity to realize their full potential, and in which outcomes cannot be predicted by race. Even further, we believe that equitable outcomes should lead to freedom and liberation for all people.

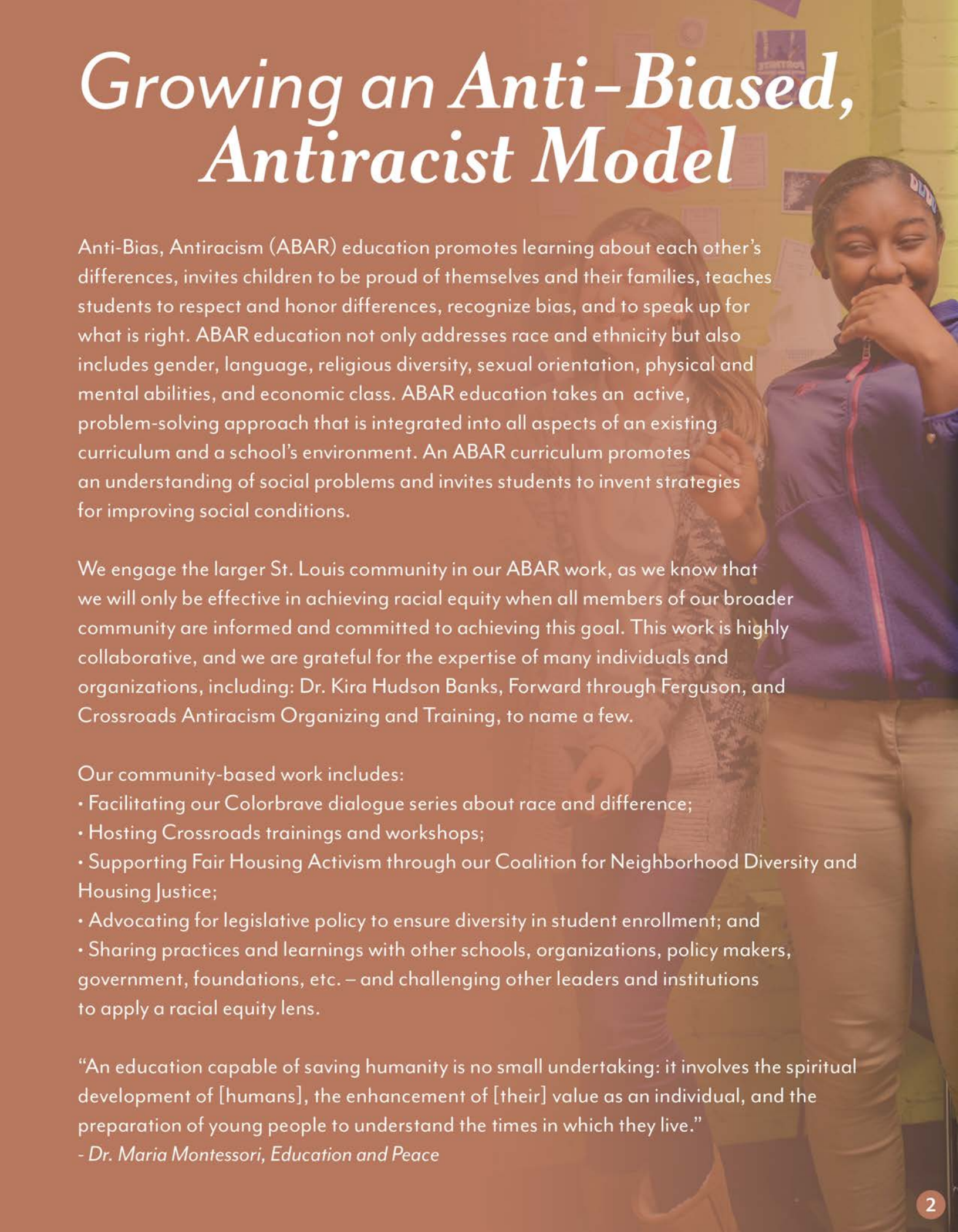
We ground our mission and our work in the idea that racial equity can and will be achieved by growing generations of individuals whose physical, intellectual, social and emotional needs are deeply met; who have meaningful relationships with people of different racial identities and who are aware of and have embraced their own racial identities; who understand systemic racism, grounded in our society's history; and who feel connected and accountable to something larger than themselves.

City Garden Montessori acknowledges that schools are essential to laying the foundation for the transformation of society and the elimination of injustice.

The underlying goal of City Garden Montessori School is to affect social change. The pathway toward this goal incorporates three strands of transformation:

1. **the transformation of self;**
2. **the transformation of schools and schooling; and**
3. **the transformation of our community, city and society.**

Growing an Anti-Biased, Antiracist Model



Anti-Bias, Antiracism (ABAR) 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. ABAR education not only addresses race and ethnicity but also includes gender, language, religious diversity, sexual orientation, physical and mental abilities, and economic class. ABAR education takes an active, problem-solving approach that is integrated into all aspects of an existing curriculum and a school's environment. An ABAR curriculum promotes an understanding of social problems and invites students to invent strategies for improving social conditions.

We engage the larger St. Louis community in our ABAR work, as we know that we will only be effective in achieving racial equity when all members of our broader community are informed and committed to achieving this goal. This work is highly collaborative, and we are grateful for the expertise of many individuals and organizations, including: Dr. Kira Hudson Banks, Forward through Ferguson, and Crossroads Antiracism Organizing and Training, to name a few.

Our community-based work includes:

- Facilitating our Colorbrave dialogue series about race and difference;
- Hosting Crossroads trainings and workshops;
- Supporting Fair Housing Activism through our Coalition for Neighborhood Diversity and Housing Justice;
- Advocating for legislative policy to ensure diversity in student enrollment; and
- Sharing practices and learnings with other schools, organizations, policy makers, government, foundations, etc. – and challenging other leaders and institutions to apply a racial equity lens.

"An education capable of saving humanity is no small undertaking: it involves the spiritual development of [humans], the enhancement of [their] value as an individual, and the preparation of young people to understand the times in which they live."
- Dr. Maria Montessori, Education and Peace