

# Montessori Children's House

## ***Anti-Bias, Anti-Racist Commitment and Values Statement***

Montessori Children's House is a space where we strive to nurture the development and potential of every child, to support our community of families, and to compassionately uphold one another as a staff. MCH educators, administrators, and Board of Trustees acknowledge that our unique identities shape our experience of the world, playing an integral role in our ability to recognize oppression and resist forms of bias and discrimination. Therefore—drawing on existing resources, collective intelligence and shared accountability—we commit ourselves to an anti-bias, anti-racist (ABAR) approach in our work together.

We acknowledge that silence and complacency in the face of injustice upholds larger, more complex forms of oppression, which have concrete effects on people's lives and future generations, and we are unwilling to stand idly by. We commit to checking privileges and biases, no matter their source, and we strive to engage in ongoing ABAR education as well as critical analysis of our school and society. This means that we will have candid, age-appropriate conversations surrounding bias and discrimination with children—as well as families and one another—when such topics, behaviors, actions, and preconceptions arise.

While Montessori teaching methods inherently aim to be peaceful and multicultural, we also believe that our contemporary anti-bias and anti-racist approach comes as a natural and necessary progression in Montessori educational and administrative practices. We strive to foster a more liberatory environment—one where children know they can come as they are; where families are welcomed and celebrated, where opinions are heard and valued, and where the lives of our community members are built into the curriculum and discussions we have every day.

We call upon support from families in our community to work together toward systemic change. If you are willing and interested, please share with us your stories, your cultural knowledge, and the social justice movements that are important to you. Thank you for being a part of this community, and thank you for supporting our anti-bias, anti-racist commitment and values.