FAQ for anti-bias training requirements under the Operating Grant Program (OGP)

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In order to support Early Childhood Educators (ECEs) and Administrators in planning for and participating in anti-bias training and professional learning opportunities, AECENL has gathered some answers to frequently asked questions about the current policy standards.

What is the new policy regarding anti-bias training?

Under current Operating Grant Program (OGP) policies, operators, licensees, ECEs and administrators must attend and submit documentation of participation in community based anti-bias training from an approved organization.

What is implicit bias?

Implicit bias refers to attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Despite being unconscious, implicit biases can significantly impact our behavior and judgments, even when we consciously believe in equal rights. Recognizing and addressing implicit biases is important for supporting diversity, inclusivity, and equity in early childhood education.

Why do ECEs engage in anti-bias professional learning?

Early Childhood Educators play a crucial role in shaping young children's perceptions of themselves and the world around them. Anti-bias training helps educators recognize and challenge biases, stereotypes, and prejudices that may inadvertently be present in their teaching practices. Professional learning that challenges biases is crucial for promoting inclusion and fostering an environment where every child feels valued regardless of their background.

Frequently Asked Questions

How long should the training be?

The OGP policy does not state a minimum length. Professional Learning (PL) typically ranges from an hour long to a full day. Depending on the needs of your staff, you may want to schedule a full close-out day to engage in a range of anti-bias PL, have an anti-bias workshop included as part of a full close-out day, or plan a shorter, stand-alone workshop focusing on anti-bias education or a specific type of bias.

How often is anti-bias training required?

For more information, please contact your regional OGP site.

Metro:
MetroOGP@gov.nl.ca

Western:
WesternOGP@gov.nl.ca

Central East:
CentraleastOGP@gov.nl.ca

Labrador:
LabradorOGP@gov.nl.ca

All Inquiries related to Family Child Care OGP can be directed to:
FCCOGP@gov.nl.ca

What does community-based anti-bias training mean?

There are several community organizations in the province of Newfoundland and Labrador that provide general awareness and anti-bias training on a range of topics relating to implicit bias. In the OGP policy manual, you can find a list of organizations that may offer professional learning and/or other resources and support. Please keep in mind when approaching these organizations that they may or may not be aware of the PL requirements under OGP.

Who is responsible for planning the professional learning?

It is the responsibility of the operator/OGP grant recipient to make the training opportunities available for their staff.

What are other ways of accessing anti-bias training?

AECENL offers professional learning opportunities on an ongoing basis and some of these would qualify as anti-bias. Examples of these include (but are not limited to) First Light's Indigenous Cultural Diversity Training, workshops from the Autism Society of Newfoundland and Labrador, and workshops on supporting Gender Diversity in Early Childhood Education.

Frequently Asked Questions

Are there supports for planning a PL close-out day for staff or for a group of Family Child Care Providers?

Yes. AECENL and the Division of Early Learning and Child Development have developed a Professional Learning Toolkit for Administrators with everything a regulated service needs to know about how to plan a professional learning event and various funding supports that are currently available.

In addition to the toolkit, AECENL has developed a Facilitator List of in-person and virtual facilitators that can offer training on a variety of Early Child Care topics, including anti-bias topics.

Where can I access the PL Toolkit for Administrators and AECENL's Facilitators List?

Visit www.aecenl.ca and click *Professional Learning*, then click *For Administrators*. You can also scan the QR Codes to the right.

What are some examples of anti-bias topics?

- Gender Bias
- Racial Bias
- LGBTQIA+ Bias
- Age Bias
- Disability Bias
- Religious Bias
- Anti-Bias Education
- Responding to Children's Comments and Questions about Difference
- Equity in the Early Years
- Supporting Gender Diversity in the Early Years
- Talking about Race, Racism and Social Justice with Young Children

Frequently Asked Questions

How does anti-bias training support the principles of Navigating the Early Years, an Early Childhood Learning Framework?

Principle 2 of the Framework states that "Early childhood learning is enhanced when diversity is recognized and celebrated in children's learning environments. Children living in Newfoundland and Labrador are diverse, and these differences contribute to making this province rich in compassion, culture, and heritage."

What this means to the child:

I am part of a family and community that influences my growth and development. Please respect my differences and ensure you embrace and celebrate me. I am unique. I need your help to develop pride in who I am.

My individuality, in part, is based on my family history and the experiences, language, and customs within my culture.

It is important that I develop a sense of belonging and that my cultural identity is respected and integrated in all my learning environments, especially if I live within a unique minority setting within Newfoundland and Labrador.

Remember to show me how I share many similarities with others in my learning community and throughout the world.

I know that I am different than others in many ways. Help me to feel included in my learning environment by providing me with what I need based on my own personal circumstances and ensure I am treated fairly.

Guide me to learn from others' perspectives, and to respect diversity. Teach me to be open to learning from others in my community, and to respect and honour others.

Understand that I learn best when I am able to see myself in the learning experience and when my abilities, interests, individuality, and culture are represented.

Show me how to stand up for myself and others, to recognize discrimination and to seek out fairness and justice. Model acceptance and openness in all aspects of diversity and provide a fair and just learning environment for me.

Listen to me as I communicate what is important to me—my needs, wants, desires, feelings, and hopes. Please learn to understand the different ways I communicate and be responsive to me, letting me know that I matter.