

ANTI-BIAS FRAMEWORK

ADL Education's pillars that reflect our philosophy by which one recognizes and builds an understanding of bias and takes steps to address it.

Explore Identity

Explore and reflect on the various aspects of identity and how it consciously and unconsciously shapes one's worldview. Apply this understanding to recognize the relationship between identity, bias and power.



Interpret Differences

Recognize the value of diversity in society. Adopt a vocabulary for speaking about differences, prejudice and discrimination and develop strategies to communicate across differences.



Challenge Bias

Build the capacity to recognize and confront bias within oneself, others and institutions. Examine the relationship between individual biases and systemic oppression, including the impact of intersecting oppressions. Demonstrate awareness of the harm resulting from unchecked bias and oppression.



Champion Justice

Put into practice skills to confront bias within oneself, others and institutions and become change agents in one's community and society. Apply this understanding to bring about a more equitable and just society.

