



UNCONSCIOUS BIAS

Strategies to Address Unconscious Bias

Awareness of Bias

- Question assumptions and first impressions
- Ask others for feedback to check yourself
- When you see a slow driver and assume their age/race/ethnicity, have a conversation with yourself about stereotyping
- Deliberately expose yourself to counter-stereotypical models and images
- Change the channel if you see stereotyped images on TV
- View photos/study/teach about minorities (women, LGBTQ, Asians, Blacks, Latinx, etc.) who are leaders
- Remind yourself that you have unconscious bias
- Do not be blind to differences (age/gender/color blind)
- Self-monitor your thinking

Mindfulness

- Engage in mindfulness activities on a regular basis
- Reduce stress
- Get a better night's rest
- Avoid time-crunching
- Avoid cognitive overload
- Slow down decision-making

Acts of Inclusion

- Consciously find commonalities with people who have a different cultural identity than yourself
- Think about the needs of students when praising work or effort
- Include real-world examples that are relatable to all students (e.g. include scenarios of gay couples in math problems)
- Reflect student's life experiences back in the classroom
- Find literature that relates to your student's lives

Get to Know People

- Engage in cross-difference relationships
- Attend cultural celebrations or services that are not your own
- Go see a play about people with mental or physical disabilities
- Mentor a junior colleague who does not share the same cultural identity
- Be an ally to a group that you do not share the same cultural identity (e.g. be a male ally in a women's group or be a straight ally in an LGBTQ group)
- Think about how others live and imagine walking in their shoes (perspective-taking)

Changing Your Systems

- Start conversations with parents on a positive note
- Evaluate how you monitor who speaks up in class
- Reflect on how you speak about students to other educators
- Evaluate your referral systems for special needs, AP and gifted & talented
- Do not look at names on papers when grading
- Continually review rubric before grading to avoid letting bias creep in
- Hold colleagues accountable when you witness bias
- Create clear expectations of behavior and school work (transparency)
- Increase representation of underrepresented groups (e.g. female math teacher or male elementary teacher)