

How can we keep kids in class?

ADDRESS BIAS.

WHAT IS BIAS?



Implicit Bias

Attitudes or beliefs that occur outside of our conscious awareness and control, which affect our opinions and behavior



Explicit Bias

Attitudes or beliefs that we consciously or deliberately hold and express about a person or group



Confirmation Bias

The tendency to interpret new evidence as confirmation of one's existing beliefs or theories

HOW DOES BIAS IMPACT SCHOOL DISCIPLINE?

- Teachers, administration and classmates respond to student behavior based on implicit and explicit biases
- Student behavior can confirm pre-existing biases that leads to harsher punishment
- Students with different identities but the same behavior are punished differently
- Students of color and students with disabilities are disproportionately suspended

HOW DO WE ADDRESS BIAS?

Provide ongoing training, supports, and conversations for all staff that help everyone to:

- Identify existing implicit and explicit biases
- Learn skills to address our own bias
- Learn skills to confront the biases of others
- Understand and work to deconstruct how bias impacts systems

By addressing bias, we support all children to reach their full potential.

To learn more about addressing bias, take the Harvard Implicit Bias Test, participate in Witnessing Whiteness, read *Blindspot: Hidden Biases of Good People* by Greenwald and Banaji, or check out CrossRoads Anti-Bias Anti-Racism training (crossroadsantiracism.org).