



SUMMER BREAK

Understanding and Mitigating Bias

Dr. Ralita Cheeks



Agenda



Introduction

- Introduce Speaker
- Community Agreement
- Objectives



Bias

- What is bias
- Types of bias
- How does bias show up



Call to Action

- Recognizing Bias
- SPACEE





Objectives

01.

Define bias and its types.

02.

Understand the impact of bias.

03.

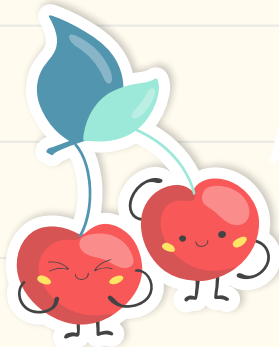
Learn strategies to identify and mitigate bias.

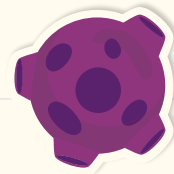




“It's not at all hard to understand a person; it's only hard to listen without bias.”

—Criss Jami





Understanding Bias

What is Bias



Bias

- Good or bad?
- We all have bias'
- Bias is a natural part of how the brain works and human condition
- If you are human you have bias.
- Having bias is not a flaw in your wiring it's actually your brain working exactly as it is supposed to.

What is Bias

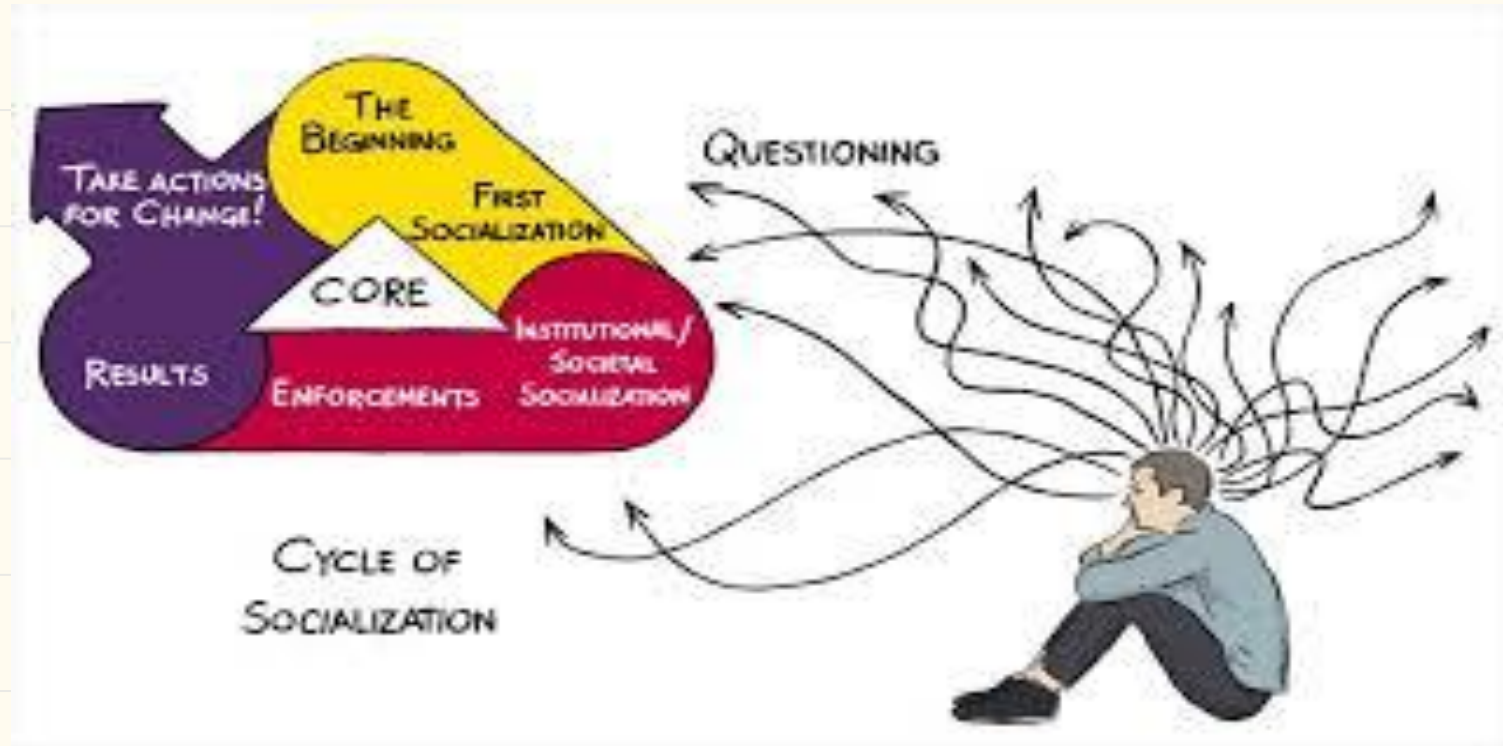
Bias: A tendency to favor or disfavor a person or group unfairly.

Implicit Bias: Unconscious attitudes or stereotypes that affect understanding, actions, and decisions.

Explicit Bias: Conscious attitudes and beliefs that one endorses on a deliberate level.



Unconscious Bias



What we notice in only a few seconds


- Gender
- Race and Ethnicity
- Age
- Status
- Trustworthy-ness
- Charisma
- Leadership Potential
- Social Habits
- Intelligence

Implicit Bias

If students frequently observe disruptive behaviors from peers who receive special education services, they may start to associate special education with disruptive behavior. This can reinforce negative stereotypes and biases against students in special education.

The IAT uncovers hidden biases people may not be aware of consciously.

[Implicit Bias By Harvard](#)



Scientists Dr. Tessa Charlesworth and associate Dr. Mahzarin Banaji have been tracking people's' implicit biases by collecting responses to Implicit Association Tests at Project Implicit.

Racial Bias

In this instance, racial bias refers to an automatic preference for White Americans over Black Americans. Based on recent trends, have our implicit racial biases increased, decreased, or stayed the same?

A Decreased

B Increased

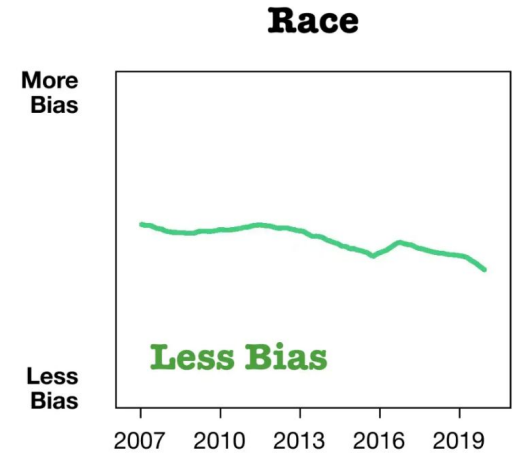
C Stayed the Same

Correct answer:

A

Decreased

Between 2007 and 2020, implicit biases about Black Americans have dropped by about 25% and are continuing to decrease.



© Charlesworth and Banaji, 2019

◀ Flip Back

Age Bias

In this instance, age bias refers to an automatic preference for people who are younger over people who are older. Based on recent trends, have our implicit age biases increased, decreased, or stayed the same?

A Decreased

B Increased

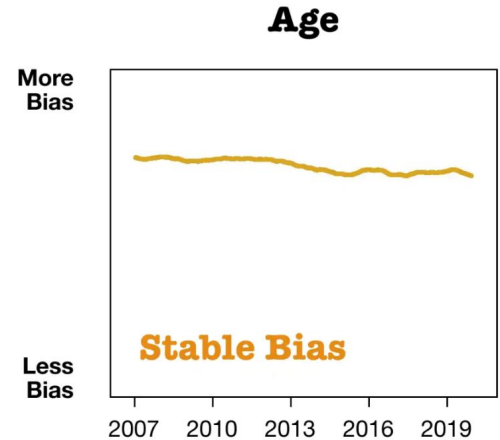
C Stayed the Same

Correct answer:

C

Stayed the Same

Over 15 years, implicit age bias has hardly changed at all. In fact, given how stable they are, researchers forecast it will take more than 200 years for these biases to reach neutral.



© Charlesworth and Banaji, 2019

< Flip Back

Disability Bias

In this instance, disability bias refers to an automatic preference for people without a disability over people with a disability. Based on recent trends, have our implicit disability biases increased, decreased, or stayed the same?

A Decreased

B Increased

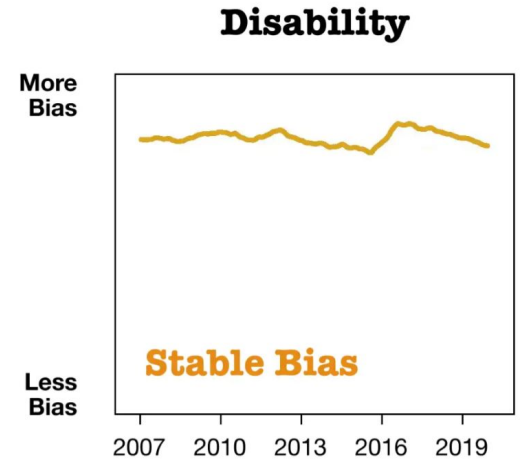
C Stayed the Same

Correct answer:

C

Stayed the Same

From 2007 to 2020, implicit disability bias has remained stable, shifting by only 2% over 15 years.



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◀ Flip Back

Sexual Orientation Bias

In this instance, sexual orientation bias refers to an automatic preference for people who are straight over people who are gay or lesbian. Based on recent trends, have our implicit sexual orientation biases increased, decreased, or stayed the same?

A Decreased

B Increased

C Stayed the Same

Correct answer:

A

Decreased

The brightest story of change: over the past 15 years, implicit bias about sexual orientation has fallen by an unprecedented 64%!

Sexual Orientation

More Bias



Less Bias

2007 2010 2013 2016 2019

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It's not yet clear why exactly these biases are changing in this way.

But scientists argue that it's a combination of awareness, social and political policies that encourage equity, and greater media coverage of the real stories and people with these identities.

Explicit Bias

Explicit bias involves conscious attitudes and beliefs that people endorse about a group or person. These biases are deliberate and can manifest through actions, words, and policies that are openly prejudiced.



Bias has tenets

Stereotypes

They have real life, long lasting consequences

Why Are Stereotypes So Damaging

- They make one story become the only story
 - “The narrative that everyone learns”
- Images affect ALL children
- They do not focus on actual strengths, contributions, role-models, or resistance.

What are some other types of bias we might see within special education?

Racial Bias: Prejudice or discrimination against individuals based on their race or ethnicity.

Teachers may have lower expectations for students of certain racial backgrounds, affecting their grading and the opportunities they provide.

Gender Bias: Prejudice or discrimination based on a person's gender.

Expectations for behavior might differ, with boys being seen as more disruptive and girls as more passive.

Socio-Economic Bias: Definition: Prejudice or discrimination based on a person's socio-economic status.

Students from lower-income families may be perceived as less capable or motivated.

Ability-Based Bias: Prejudice or discrimination against individuals based on their physical or intellectual abilities.



Students with disabilities might be placed in lower-level classes regardless of their actual abilities.

MICROAGGRESSIONS

MICROAGGRESSIONS ARE...

a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority



02.

The Impact of Bias

In Special Education

Other Types of Bias

Confirmation Bias

Looking for information that supports our beliefs, and ignoring details to the contrary.

Halo Effect

Allowing a single positive trait or impression of a person or thing to influence our overall perception of them, leading to an overgeneralized positive evaluation.

Horns Effect

Allowing a single negative trait or impression of a person or thing to color our overall perception of them, leading to an overgeneralized negative evaluation.

How Do We Help Teachers Through Their Own Bias



Ask Why

Stay away from assumptions and stereotypes. Ask yourself why you are associating one identifier with a particular group.



Talk About It

Recognize we all have bias.



Address

Microaggressions

Hey I am not sure what you meant by.... But it could have been interpreted....



Strategies to Identify



03.

and Mitigate Bias



Bias Unchecked

- If we don't confront our biases, we miss the opportunity to learn, connect, and grow.
- If our biases go unchecked, we find ourselves in a vacuum of people who think, look, and navigate the world the same way we do.
- We miss out on opportunities to learn from diverse viewpoints.



“...Students who get several effective teachers in a row will soar no matter what their family backgrounds, while students who have even two ineffective teachers in a row rarely recover.” -Kati Haycock

BELIEVE

Low
Expectations

High
Expectations

Effective Educators....

Connect

Listen

Validate

Educate

LEAD

Respond

Culture
of
Despair

Future
of
Hope

Bridging the Gap from Despair to Hope

“At the end of the day, the question is not whether or not we have bias. The question is how we can address it.”

– Linda K. Smith

Six Proven Strategies for managing Unconscious Bias

- Slowing Down – being mindful and considered in your responses to others
- Perspective Taking – actively imagining the thoughts and feelings of others
- Asking Yourself – active self-questioning to challenge your assumptions
- Cultural Intelligence – interpreting a person's behaviour through their cultural lens rather than your own
- Exemplars – identifying counter-stereotypical individuals
- Expand – the formation of diverse friendships

Most Powerful thing You can do After Today

Be in a place where you can
recognize where you hold
bias.- Ralita Cheeks

RESOURCES

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