

Short Share T.I.P.S. Implicit Bias

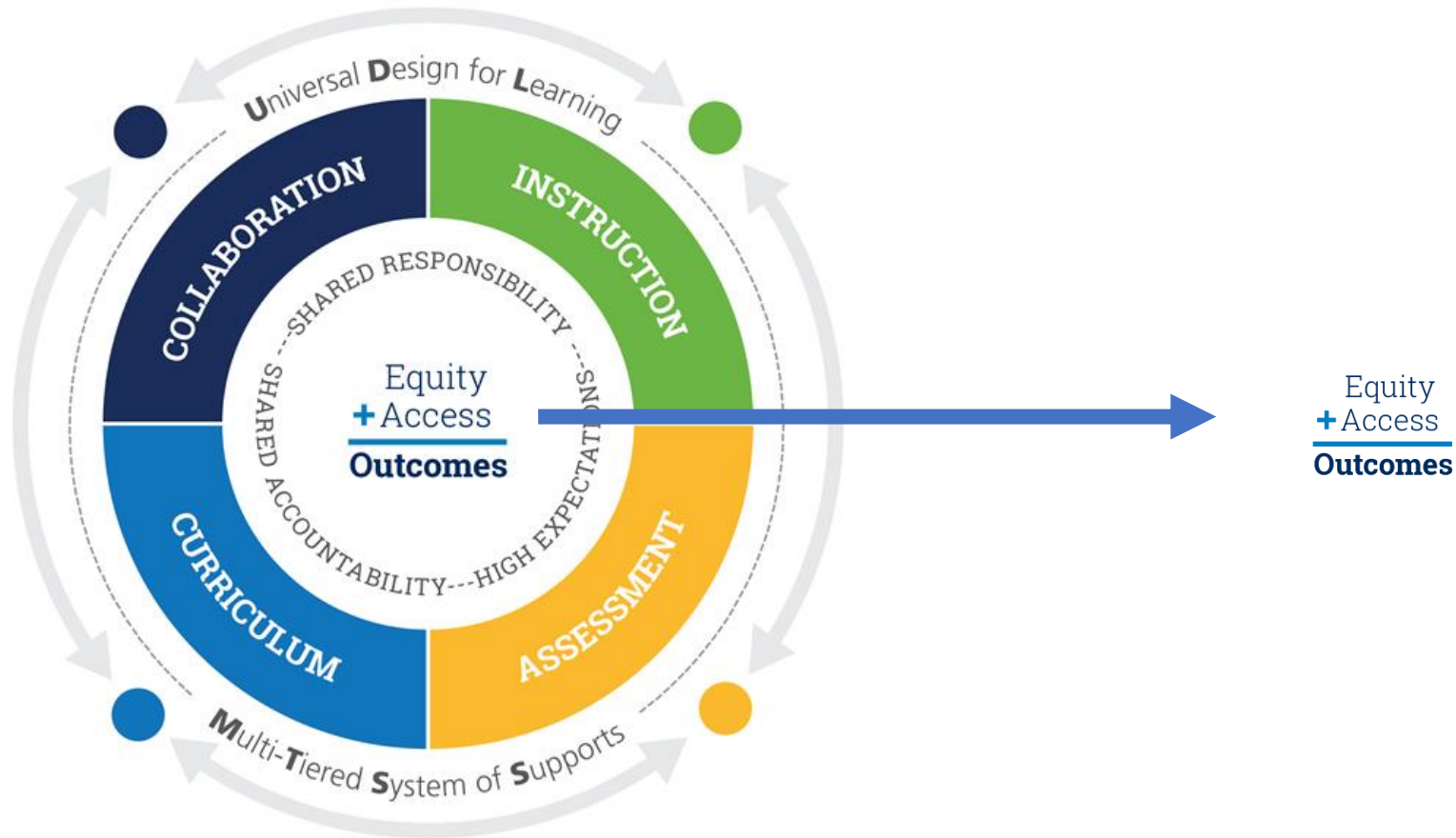
Tool, Intervention, Process, Strategy



Indiana
DEPARTMENT OF
EDUCATION

Working Together for Student Success

Implicit Bias



TIPS

- Tools, Interventions, Processes, and/or Strategies



What Are Biases?

BIASES ARE:

The Stories that we have about people and things before we experience them personally.

BIASES ARE:

Unconscious associations that we make without knowing it.

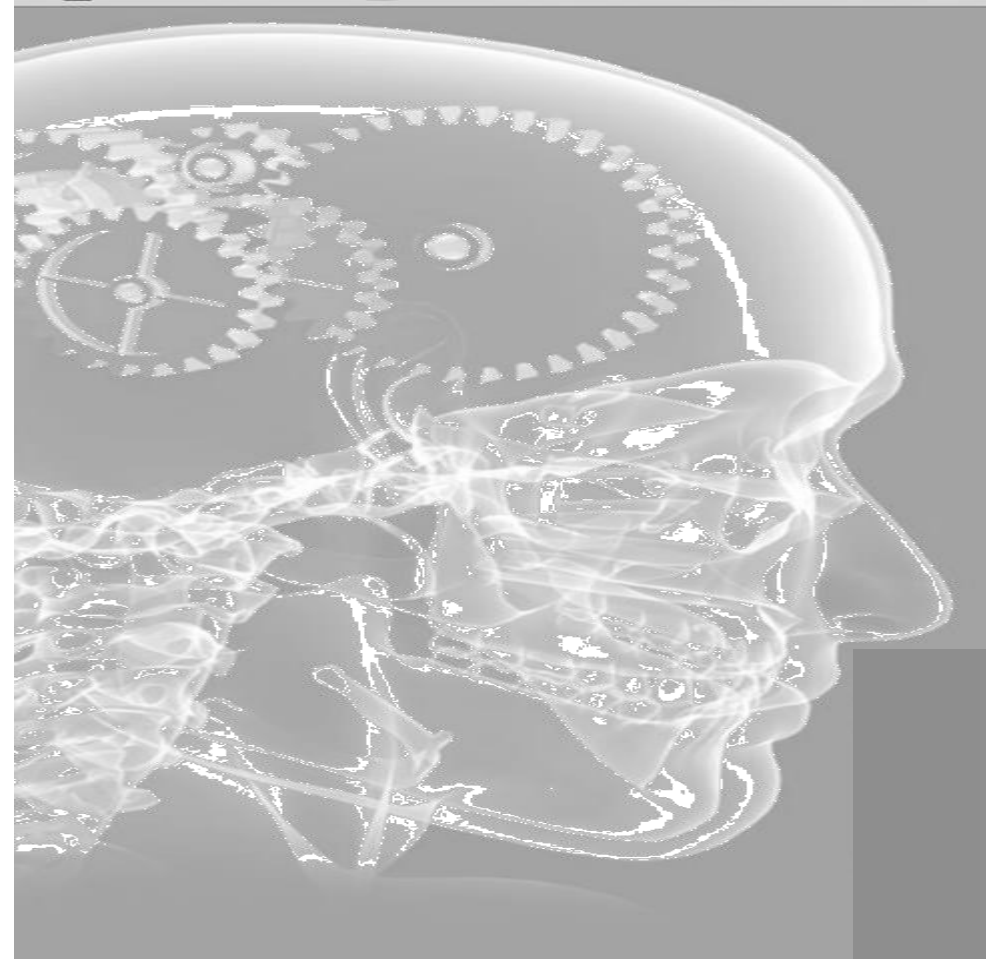
BIASES ARE:

We all have biases; No one is immune.



How Do Biases Occur?

- Automatically
- Result of Mental Models
 - Schemas we use to help us interpret familiar and unfamiliar situations.



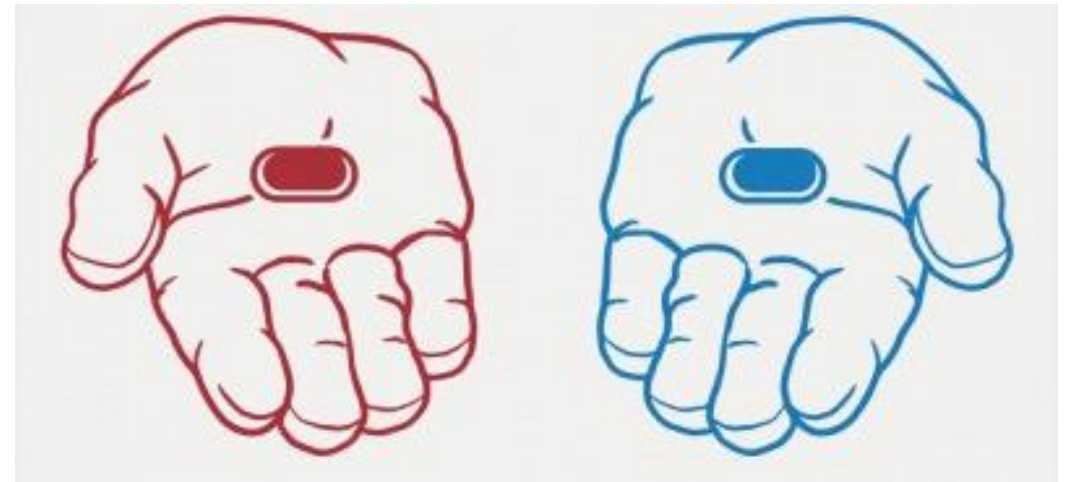
When Are Implicit Biases Most Likely to Impact Us?

- Biases impact us most in 3 contexts:
 1. Ambiguity:
 - Level of Uncertainty



When Are Implicit Biases Most Likely to Impact Us?

- Biases impact us most in 3 contexts:
 1. Snap/In the moment
 - Little time or motivation to gather data and consider the information

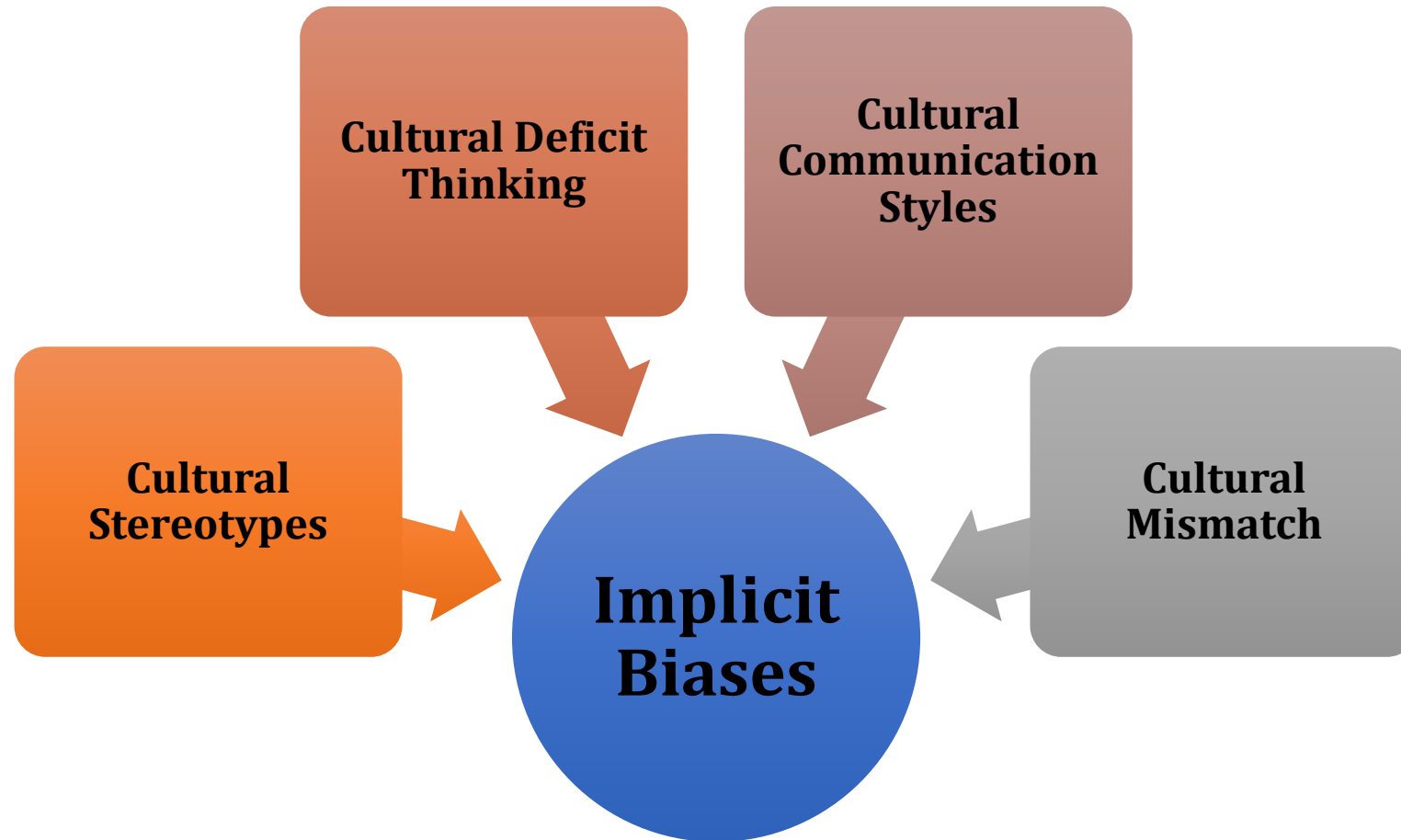


When Are Implicit Biases Most Likely to Impact Us?

- Biases impact us most in 3 contexts:
 3. Intercultural social situations
 - Patterns of communication and behavior



Factors that Influence Implicit Biases in Educational Settings



As educators, we
must ensure our
lenses are clear.



Debiasing Strategy Tic-Tac-Toe

<http://implicitbiascleanse.com>

Culture Self Assessment	P.A.U.S.E. Method	Out-group Field Experiences
Black-White Thinking Challenging	Implicit Association Test	First Thoughts Journal
7 day Bias Cleanse	Johari Window	CoBRAS



The Challenge of Bias

“The challenge of bias is one of people who believe in equality but who act in ways that perpetuate bias and inequality.”

-Nicholas Kristoff (2014), *The New York Times*



Short Shares IN Action

- We are looking for a few educators to volunteer to work with the Office of Special Education and Indiana Resource Network to apply the Tool, Intervention, Process, or Strategy featured in this Short Share.
- We would like to come to your school and video tape your classroom as well as interview you about the implementation of the Tool, Intervention, Process, or Strategy featured in this Short Share.
- Click on this link to start the process: <http://bit.ly/idoesstips>

