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**Understanding and Addressing Implicit (Unconscious) Bias in Our Schools (6 PDPs/CEUs)**

**“Thoughts and feelings are implicit if we are unaware of them or mistaken about their nature. We have a bias when, rather than being *neutral*, we have a *preference for (or an aversion to)* a person or a group of people.” Perception Institute retrieved July 14, 2020**

The Black Lives Matter movement has re-awakened the country and the world to the problem of both conscious and unconscious (implicit) bias. As we are exploring racial bias in our society, we are becoming more aware of other groups who are actively experiencing bias in our communities and even in our schools. In addition to ***Race*** other forms of implicit bias include: ***Socio Economic Status, Culture, Special Needs, Gender, Religion, LGBTQ, Non-Traditional Families***, and others (e.g. ***Sizeism***).

There is no simple solution or list of “strategies” educators can use to eliminate all of these biases as they exist in our schools. Doing so takes a commitment on the part of the district and individual staff



members to systemic assessment, planning, and implementation. Our goals for this program are simpler. By the conclusion of this six-hour, online, asynchronous program educators will (**without feelings of guilt**):

1. Examine their own “brain hard wiring” related to the areas of bias noted above,
2. Define the various types of implicit bias that exist in our schools,
3. Define implicit bias, confirmation bias, .....,
4. Recognize implicit biases possessed by our students,
5. Implement strategies that begin to raise the awareness of implicit bias and change student and staff thinking and behavior.

Module 1: This module explores the different types of bias. It looks at the social and physiological forces that contribute to implicit biases in all of us.

Module 2: Provides strategies educators can use to identify and begin to address the various forms of implicit bias in schools.