

Confronting Implicit Bias in Society and Ourselves: Resource Sheet

[Link to all session recordings](#)

Session 1: Role of Bias in Educational Disparities

Videos

- [Legos and the 4 I's of Oppression](#)
- [Implicit Bias in Education](#)

Implicit bias leading to academic opportunity gaps

- [New Study Reveals Race of Students Triggers Alarming Bias in Teacher Expectations | American University, Washington, D.C.](#)
- [Discretion and Disproportionality: Explaining the Underrepresentation of High-Achieving Students of Color in Gifted Programs](#)
- [Inequitable Policies and Practices | Educational Equity Institute](#)
- [GLSEN 2019 Executive-Summary -English](#)

Implicit bias leading to discipline disparities and the school to prison pipeline

- [For black kids, the school-to-prison pipeline opens the second they start preschool](#)
- [Policing America's Schools: An Education Week Analysis](#)
- [GLSEN 2019 Executive-Summary -English](#)
- <https://ocrdata.ed.gov/specialreports>

Implicit Bias leading to disparate social-emotional outcomes

- [Bias against Asian-American students is real. Affirmative action isn't the problem.](#)
- Adam Ruins Everything-How America Created the “Model Minority” Myth: <https://www.youtube.com/watch?v=Pg1X1KkVxN4>
- Adulthood of Black Girls: <https://endadulthoodofblackgirls.org>

Implicit bias leading to systems that are not designed with marginalized identities in mind

- [Do School Dress Codes Discriminate Against Girls?](#)
- [The Movement Against Sexist and Discriminatory School Dress Codes - The Atlantic](#)
- Skiba, R. J., & Rausch, M. K. (2006). Zero tolerance, suspension, and expulsion: Questions of equity and effectiveness. Handbook of classroom management: Research, practice, and contemporary issues, 1063-1089.
- Skiba, R. & Knesting, K. (2001). Zero tolerance, zero evidence: An analysis of school disciplinary practice. New directions for youth development, 2001(92), 17-43.
- American Psychological Association Zero Tolerance Task Force. (2008). Are zero tolerance policies effective in the schools?: an evidentiary review and recommendations. The American Psychologist, 63(9), 852-862.

Equity Literacy Resources

- [Educational Equity | Equity Literacy Framework](#)
- Equity Literacy Abilities one-page reading by Paul Gorski: [Equity-Literacy-Intro-Abilities](#)

Additional Resources

- Rana's prior workshop on [Culturally Responsive Engagement Through Mindfulness](#) delves deeper into the ideological, interpersonal, and institutional facets of systemic oppression in education

Session 2: Recognizing and Redressing Implicit Bias

Intro Song

- [Yola - "Diamond Studded Shoes"](#)

Videos

- [Implicit Bias: Make Friends to Tackle Bias](#) | PBS
- [Chimamanda Adichie: The Danger of a Single Story](#) | TED
- [Check Our Bias to Wreck Our Bias](#) | NYT

Articles

- [The U.S. Is Increasingly Diverse, So Why Is Segregation Getting Worse?](#)
- <https://www.nytimes.com/video/us/100000004818668/check-our-bias-to-wreck-our-bias.html?playlistId=video/who-me-biased>

Resources to Address our Biases

- [Culturally Responsive Engagement Through Mindfulness | MHTTC Network](#)
- [Implicit Bias Tests | Project Implicit](#)
- Reflection Questions:
 - How specifically will you grow your ability to recognize your own biases?
 - How will you respond to the biases you identify?
 - What will you do to redress the conditions that contribute to your biases?

Session 3: Impact over Intention: Addressing Microaggressions in School

Songs played during the session

- Sudan Archives: [NPR Music Tiny Desk Concert](#) (Confessions) and [Selfish Soul](#)

Videos

- [Where Are You From? The Game](#)
- [P&G: The Look](#)

Resources

- [Inclusive Language Guidance](#)

- [Talk Moves to Respond to Bias](#)
- [Boots & Sandals Activity](#)
- [Speak Up | Learning for Justice](#)

Articles

- [21 Racial Microaggressions You Hear On A Daily Basis](#)

Additional Reading

- [Courageous Conversations About Race Book](#)

Session 4: From Theory to Praxis: Exploring Real World Scenarios

Intro Song

- [Nahko and Medicine for the People - Make A Change](#) **(note: this song contains a few instances of explicit language)*

Videos

- [Cracking the Codes: Joy DeGruy, A Trip to the Grocery Store](#)
- Practice with choice of scenarios:
 - Scenario 1 (disability, parent): [Speak Up](#) (from LFJ)
 - Scenario 2 (SES, coworkers): [Speak Up](#) (from LFJ)
 - Scenario 3 (LGBTQ+, student): [Speak Up](#) (from LFJ)
 - Scenario 4 (race, students): [Speak Up](#) (from LFJ)

Resources from the session

- [Talk Moves to Respond to Bias](#)
- [Equity-Literacy-Intro-Abilities.pdf](#)
- [Padlet- Exploring Real World Scenarios](#)

Additional resources

- [Book - Culturally Responsive Teaching & the Brain](#)
- [How to Implement 'Speak Up At School' | Learning for Justice](#)