

Tips/ideas on recognizing self-bias in the classroom and correcting it.

- Recognize the differences in achievement between students and understand that backgrounds are not the result of differences in their ability to learn.
- Reflect upon the ways you think about your students and the causes of low student achievement and focus more on factors within the system, (e.g., classroom instruction, assessment, curriculum, school leadership).
- Self-awareness is necessary to help analyze one's own conditioning, one's own biases, one's own beliefs. Ignoring biases or denying them is ineffective.
- Identify any discrepancies that exist between your conscious ideals and any non-conscious automatic biases.
- De-bias is to reprogram your brain to create new associations; done through repetition.
- Be intentional to engage in meaningful exposure to counter-typical exemplars.
- Seek people who run counter to stereotypic views, increase contact with groups of people outside of your own demographics and try to think of things from the perspective of others.
- Decoupling is breaking the causal link between implicit bias and behavior.



Sources: <http://www.nea.org> (Adapted from Kirwin Institute. *Understanding Implicit Bias.*)