

CARNEGIE
LEARNING



LONG + LIVE + MATH

Break Through Implicit Bias with a Conversation

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Session Intentions

During this session, attendees will...

- Define Implicit Bias
- Understand the impact of implicit bias in your daily work
- Uncover 3 Themes and their connection to effective practice in mathematics education
- Provide you an opportunity to reflect on your own experiences and ways to improve

Personal Definition #1

We all have them but we don't always recognize them. These are Blindspots that we develop based on our experiences. The power is in recognizing that they exist and being willing to intentionally develop and practice behaviors that don't reflect those biases. Once we know they exist, it is a matter of choice as to how we proceed.

Personal Definition #2

Implicit bias is something that I am still trying to get a better understanding of. I have lots of questions about the point at which unconscious bias becomes implicit bias. I have looked at some different resources, but still many questions run through my head. Is it enough to be aware that the bias exists within society or does it become implicit bias when you become aware of that bias within yourself and still don't take responsibility for it? I feel like the two terms, unconscious and implicit, are often used interchangeably or without understanding. I also think that if we are going to affect change in teachers we need to understand how to recognize/identify the differences in what we see.

Implicit Bias

Unconscious bias refers to a bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our background, cultural environment and personal experiences.

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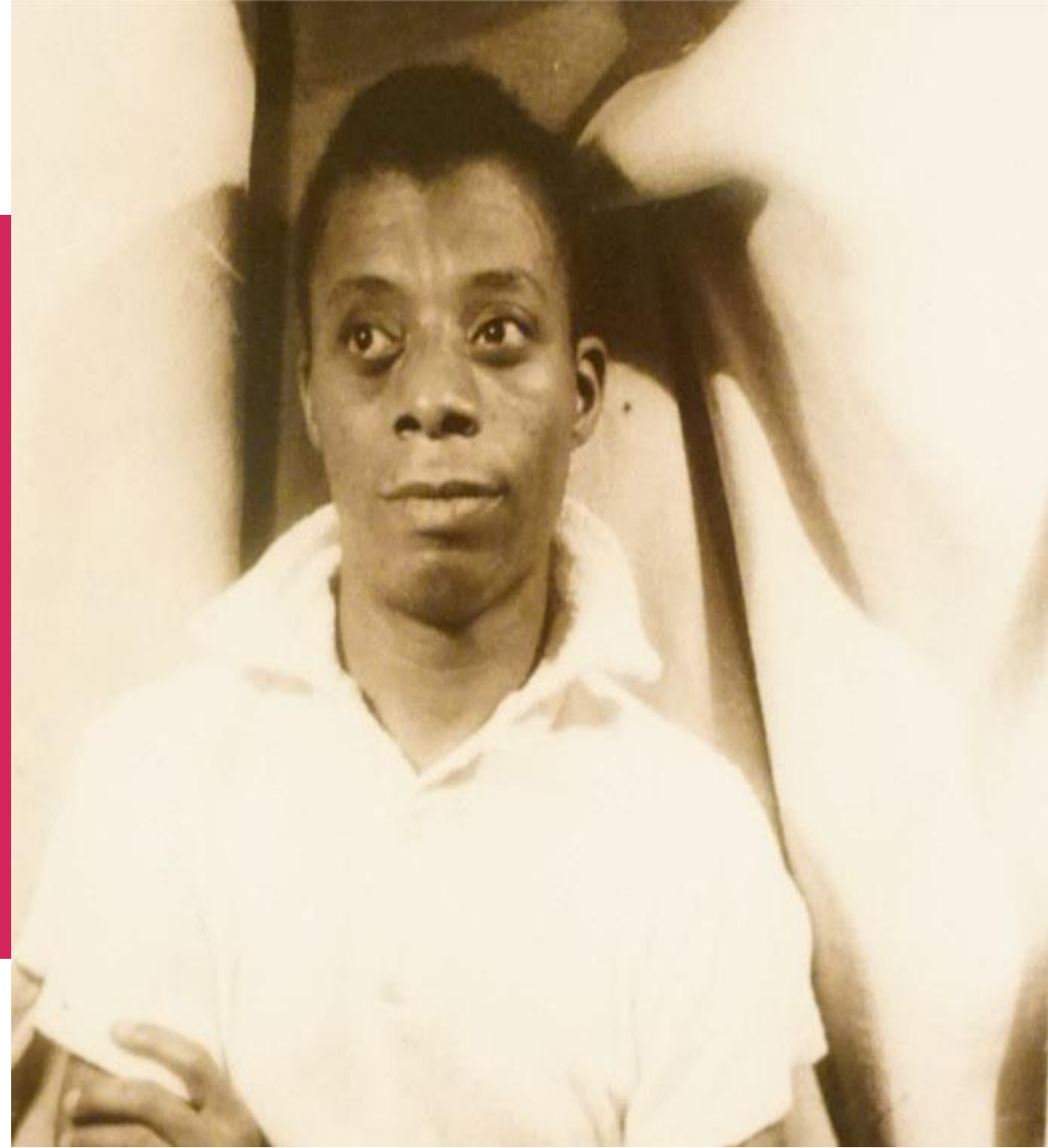
Implicit Bias

Implicit bias refers to the same area, but questions the level to which these biases are unconscious especially as we are being made increasingly aware of them. Once we know that biases are not always explicit, we are responsible for them. We all need to recognise and acknowledge our biases and find ways to mitigate their impact on our behaviour and decisions.

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“...We are in a revolutionary situation, no matter how unpopular that word has become in this country...To any citizen of this country who figures himself as responsible – and particularly those of you who deal with the minds and hearts of young people – must be prepared to go for broke.”

James Baldwin, “A Talk to Teachers” 1963



“...if aspiring teachers from these programs were challenged to teach with acknowledgement of, and respect for, the local knowledge of urban communities, and were made aware of how the models for teaching and recruitment they are a part of, reinforce a tradition that does not do right by students, they could be strong assets for urban communities.”

Dr. Christopher Emdin



Themes

For those of you who understand instructional coaching, what is one of the very first things you are guided to do?

Relationship

Not Sympathy
but...

Empathy

We ALL have
biases.

Awareness



The Time is NOW! We can change Now!

Recommended Reading

