

De-Biasing Strategies

- ❖ Raise awareness, acknowledge, and accept that we all have unconscious racial bias
- ❖ Notice and pay attention when bias, stereotypes, and assumptions are activated/are present
- ❖ Seek and learn about people who are the opposite of the common stereotype
- ❖ Make time to sincerely understand racially diverse individual's experiences and racialized lives
- ❖ Learn more about bias through the Harvard Implicit Association Tests: "Project Implicit"

Source: Kirwan Institute for the Study of Race and Ethnicity, *State of the Science: Implicit Bias Review 2014*; and Institute for Race and Justice at Harvard Law School, *Can "DE-BIASING" Strategies Help to Reduce Racial Disparities in School Discipline?*, 2014