

Choice Points

Using a Racial Equity Lens Reduce the Impact of Implicit Bias

Choice points are decision-making opportunities that influence outcomes.

- The cumulative impacts of many small choices can be as significant as the impacts of big decisions.
- When we're conscious of choice points and the related impacts, we're less likely to replicate implicit bias and the status quo, and we open new possibilities for equitable change.

How might you mitigate those challenges?

- Create a racially/culturally diverse team to assist in developing culturally responsive interventions. Should include students and families of color.
- Seek to build strong relationships with students and families of color to develop and foster trust.
- Check your own bias about students and families of color.
- Be willing to engage in conversations about race and to explore how racism could be a factor in the pre-petition process.
- Use a Racial Equity Tool.

KEY CHOICE POINTS IN THE CTB PROCESS

- How do we decide Community Truancy Board Composition?
- What pre-petition interventions should we choose?
- How do we use data to inform the CTB process?
- How do we select students and families/caregivers to refer to Community Truancy Boards?
 - How do we decide Community Truancy Board recommendations/contracts for students and families?

What are the possible unintended outcomes for students of color if a racial equity lens is not used?

- Parents who distrust the school and court system, may feel like the school doesn't care about their student.
- May not address the root cause that may be tied to institutional or individual racism
- Impact could feel like punishment rather than a support
- Could reinforce societal stereotypes

Choice Points

Using a Racial Equity Lens Reduce the Impact of Implicit Bias

If you are unsure, how might you find out? What steps might you take to find out?

- Seek input from students and families of color on development of interventions
- Qualitative and quantitative disaggregated data
- Key interviews with communities of color

How might you mitigate those challenges?

- Create a racially/culturally diverse team to assist in developing culturally responsive interventions. Should include students and families of color.
- Seek to build strong relationships with students and families of color to develop and foster trust.
- Check your own bias about students and families of color.
- Be willing to engage in conversations about race and to explore how racism could be a factor in the pre-petition process.
- Use a Racial Equity Tool.

For the PSED Racial Equity Toolkit, see <http://www.psed.org/equity-in-education/>