

# MENTAL HEALTH IN SCHOOLS LEARNING SERIES

## Equity Strand

*Implicit Bias*, Presented by Shekila Melchior, PhD, NCC

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### Webinar Summary:

This learning session provided attendees the definition of culture, stereotype/stereotype threat, privilege/oppression and socialization. Providing these definitions created a foundation to examine implicit bias and the ways in which it impacts the children educators serve. Following that, the session gave educators tips on how they can self-reflect, how they can engage their colleagues and to continue to fight against biases in the school.

### Resources

- [Implicit Bias Examined](#)
- [Project Implicit](#)
- [Podcast: Miss Buchanans Period of Adjustment](#)
- [Ted Talk: How to Overcome our Biases and Walk Boldly Toward Them](#)
- [Kirwan Institute for the Study of Race and Ethnicity](#)
- [Long-term reduction in implicit race bias: A prejudice habit-breaking intervention](#)
- [Mid-Atlantic Equity Consortium: Educational Equity](#)
- [Open Society Foundation: Implicit Bias and Social Justice](#)
- [Teaching Tolerance](#)
- [UCLA Civil Rights Project](#)
- [Unconscious Bias Training Video](#)
- [Understanding Implicit Bias: What Educators Should Know](#)

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### References:

- Dee, T., & Gershenson, S. (2017). *Unconscious Bias in the Classroom: Evidence and Opportunities*, 2017. Stanford Center for Education Policy Analysis.
- National Association of School Psychologists. (2017). *Implicit bias: A foundation for school psychologists* [handout].
- National Association of School Psychologists. (2017). *Implicit bias: A foundation for school psychologists* [handout].
- Staats, C. (2014). *Implicit racial bias and school discipline disparities: Exploring the connection*. Kirwan Institute Special Report.
- Zang, Z. (2014). Author of *Whistling Vivaldi Discusses 'Stereotype Threat'*: News: The Harvard Crimson. Retrieved August 14, 2020, from [The Harvard Crimson](#).

### Discussion Guide:

- In what ways have you seen implicit bias played out in a K-12 setting?
- How, if at all, do systemic barriers play a role in implicit bias?
- Upon reflection, have you recognized any areas in which you engaged in implicit bias?
- In what ways can you increase your knowledge to move from implicit bias to an increased self-awareness of biases held?
- How might you bring awareness to others when you see implicit bias in your setting?