IMPLICIT BIAS IN SCHOOLS

What is it?
Why does it matter?
What can we do?

Gina L. Gullo, Ed.D.
GinaLauraGullo@gmail.com
http://www.GLG-Consulting.com

FRIDAY, DECEMBER 14, 2018
CHICAGO, IL
Who are YOU to be talking to ME about race?
Implicit Bias in Schools

What is it?

Practical Implicit Bias

Preferences and Better Choices

Gina L. Gullo, EdD
GinaLauraGullo@Gmail.com
http://www.GLG-Consulting.com
Implicit Bias in Schools
What is it?

“Stereotypes and attitudes that occur unconsciously and may or may not reflect our actual attitudes”

(Gullo, Capatosto, & Staats, 2018, p. 3)
Implicit Bias in Schools
What is it?

IMPLICIT versus EXPLICIT

• Do you need to think about everything you do?
• Can your mind overcome autopilot?
Implicit Bias in Schools
What is it?

Stroop Task

• AS FAST AS YOU CAN...
  • Say the color of the words to the right.
  • DO NOT READ THE TEXT.
• You will have 10 seconds.

TIME’S UP
Implicit Bias in Schools

What is it?

IMPLICIT versus EXPLICIT

• Do you need to think about everything you do?
• Can your mind overcome autopilot?

IMPLICIT: Read the words
EXPLICIT: Say the colors

CHALLENGE: Conflict Monitoring
Implicit Bias in Schools
What is it?

Stroop Task 2

- AS FAST AS YOU CAN...
  - Say the color of the words to the right.
  - DO NOT READ THE TEXT.

- You will have 5 seconds.
Implicit Bias in Schools
What is it?

Implicit Bias is...
A Solution-Focused Approach to Inequity

Gina L. Gullo, EdD
GinaLauraGullo@Gmail.com
http://www.GLG-Consulting.com
So What?
What is it?
Why does it matter?
What can we do?

Gina Laura Gullo
GinaLauraGullo@Gmail.com
Implicit Bias in Schools

Why does it matter?

- Teacher expectations
- Teaching quality
- Access

- Disproportionate referrals
- Looking for problems
- Labelling
- Discipline severity
Implicit Bias in Schools

Why does it matter?

- Teacher expectations
- Teaching quality
- Access

- Disproportionate referrals
- Looking for problems
- Labelling
- Discipline severity

(Jacoby-Senghor, Sinclair, & Shelton, 2016)
Implicit Bias in Schools
Why does it matter?

- Teacher expectations
- Teaching quality
- Access

- Disproportionate referrals
- Looking for problems
- Labelling
- Discipline severity

2014 US Enrollment and Suspensions

Gina L. Gullo, EdD
GinaLauraGullo@Gmail.com
http://www.GLG-Consulting.com

(Gilliam, Maupin, Reyes, Accavitti, & Shic, 2016)
Implicit Bias in Schools
*Why does it matter?*

- Teacher expectations
- Teaching quality
- Access
- Disproportionate referrals
- Looking for problems
- Labelling
- Discipline severity

(Okonofua & Eberhardt, 2015)
Implicit Bias in Schools

Why does it matter?

The School to Prison Pipeline
Implicit Bias is...

A Source of Inequities in Schools (and beyond).

Gina L. Gullo, EdD
GinaLauraGullo@Gmail.com
http://www.GLG-Consulting.com
NOW WHAT?

What is it?
Why does it matter?
What can we do?

Gina Laura Gullo
GinaLauraGullo@Gmail.com
Implicit Bias in Schools
What can we do?

STRATEGIES

- INFORMATION BUILDING
  - Measure Implicit Bias
    - https://implicit.harvard.edu/implicit/takeatest.html
  - Professional Development
  - Data Sharing

- DECISION-MAKING SUPPORTS
  - Shared Decision-Making
  - Structured Decision-Making
  - Support Systems
  - Reduce Vulnerable Decision Points

- DATA
  - Equity audits
  - Equity traps
  - School Climate

---

Gina L. Gullo, EdD
GinaLauraGullo@Gmail.com
http://www.GLG-Consulting.com

Frame Problem → Communicate
Collect Data
Analyze Data
Draw Conclusions

STRATEGIES
Implicit Bias in Schools
What can we do?

STRATEGIES

- INFORMATION BUILDING
  - Measure Implicit Bias
    - https://implicit.harvard.edu/implicit/takeatest.html
  - Professional Development
  - Data Sharing

- DECISION-MAKING SUPPORTS
  - Shared Decision-Making
  - Structured Decision-Making
  - Support Systems
  - Reduce Vulnerable Decision Points

- DATA
  - Equity audits
  - Equity traps
  - School Climate

- STRATEGIES
  - Disciplin
    - Culturally Responsive Positive Behaviour Interventions and Supports
    - Restorative Practices
  - Academics
    - Response to Intervention
Implicit Bias in Schools
What can we do?

STRATEGIES

• MINDFULNESS
  • Practices for Stress Relief
  • Mindful Environment
  • Cultural Relevance
  • Mindful Decision-Making and Reflection

• INTERGROUP CONTACT
  • Join/volunteer
  • Experiences
  • Community Involvement
  • Student Interaction

• COUNTER-STEROTYPIC EXEMPLARS
  • Actual or virtual
  • Video Games
  • Speakers
  • Environmental Strategies

Implicit Bias in Schools
What can we do?

Problem: Write who, what, why and how the problem occurred

What was the result?

Write two better ways to solve the problem:

1.

2.

How could I have prevented the problem:

In the future I will

Gina L. Gullo, EdD
GinaLauraGullo@Gmail.com
http://www.GLG-Consulting.com
Implicit Bias in Schools
What can we do?

STRATEGIES

• MINDFULNESS
  • Practices for Stress Relief
  • Mindful Environment
  • Cultural Relevance
  • Mindful Decision-Making and Reflection

• INTERGROUP CONTACT
  • Join/volunteer
  • Experiences
  • Community Involvement
  • Student Interaction

• COUNTER-STEROTYPIC EXEMPLARS
  • Actual or virtual
  • Video Games
  • Speakers
  • Environmental
Implicit Bias in Schools
What can we do?

KEEP IN MIND

• RELATIONSHIPS
  • Students
  • Teachers
  • Administrators
  • Community

• FLEXIBILITY
  • Scheduling
  • Discipline
  • Academics
  • Empowerment

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?

KEEP IN MIND

Implicit Bias in Schools
What can we do?
We know what IMPLICIT BIAS is.

We know IMPLICIT BIAS is a problem.

We know how to BEGIN SOLVING the problem.
THANK YOU

Gina Laura Gullo
(201) 618-3075
GinaLauraGullo@gmail.com
http://www.GLG-Consulting.com

Discount Code: IRK69