



IMPLICIT BIAS AS IT EXISTS IN OUR SCHOOLS AND COMMUNITIES

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Office of Equity and Cultural Proficiency
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Objectives

- We will:
 - *Examine the context for the use of suspensions*
 - *Define implicit bias*
 - *Examine its relationship with disproportionalities in the application of discipline*
 - *Engage in exercises that induce awareness.*



WHAT ARE YOUR
BELIEFS?

2015-2016 Out of School Suspension and Expulsion

All	74,137
Male	52,658
Female	21,479
American Indian	238
Asian	486
Black	46,169
Hispanic	6,090
Hawaii/PI	70
White	17,532
Two or more races	3,562
Students with disabilities	20,203

Rates of suspension and expulsion by race and

- Black children represent 18% of preschool enrollment, but 48% of preschool children receiving more than one out-of-school suspension.
- Black students are suspended and expelled at a rate three times greater than white students.
- Black girls are suspended at higher rates than girls of any other race or ethnicity.

Source: U.S. Department of Education Office for Civil Rights. 2014. "CIVIL RIGHTS DATA COLLECTION Data Snapshot: School Discipline."

- Children of color are nearly twice as likely as white children to be economically insecure.

Source: National Equity Atlas. 2016. "New Data Highlights Vast and Persistent Racial Inequities in Who Experiences Poverty in America."



WHAT ARE YOUR
BELIEFS?

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WHY THIS CONVERSATION?

Why now?

The Vicious Disproportionality Cycle:

Greater
exposure to
suspension

Lower
academic
outcomes

High
poverty

Race

Disproportionate
Representation

Decreased
access to
early
childhood

Over
identification
for SPED

Over
achievement

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CONNECTING IMPLICIT BIAS

According to the Kirwan Institute

- “Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.”

- Source: <http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/>

Essential Ideas

- Normalize bias- everybody has it
- Create conditions for examination
- Create accountability for learning
- Engage the organizational culture



WHAT THE
RESEARCH SAYS...

- Do black students misbehave more?
 - *No supporting evidence*
 - *May in fact be treated more severely for same offenses*

What Behaviors are Students Referred For? By Race

Of 32 infractions, only 8 significant differences:

➤ White students referred more for:

- *Smoking*
- *Vandalism*
- *Leaving w/o permission*
- *Obscene Language*

➤ Black students referred more for:

- *Disrespect*
- *Excessive Noise*
- *Threat*
- *Loitering*

Our ability to....

- Identify and address our own bias
- Help others identify and address their biases

Implicit biases are not our expressed beliefs

- Implicit biases that we hold are not known to us
- They often are in exact contradiction to beliefs we might express
- We need to:
 - *Identify biases we hold*
 - *Be able to hear when bias is being expressed*
 - *Interrupt patterns that normalize*

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HOW IT WORKS



EVERY AND
NOWHERE...



2016





before after

Visibly more beautiful skin from the most unexpected of places – your shower.

Introducing Dove VisibleCare, our new revolutionary line of body washes that actually improves the look of your skin. With our highest concentration of NutriumMoisture™, you'll see



'Marijuana moms' claim pot makes them better parents

August 1st, 2017

According to the CDC, more and more parents are using marijuana. NBC News special anchor Maria Shriver visits with one group of moms who smoke pot every day, even at play dates with their kids, and claim it makes them better parents.

Food for Thought

- We would like to believe that when a person has a conscious commitment to change, the very act of discovering one's hidden biases can propel one to act to correct for it”
 - Teaching Tolerance, 2001

What is the work?

- Points of interruption
- New ways of being, seeing, and deciding



THIS WORK IS ABOUT YOU

This work is about us

Examining your personal areas of bias

- [Race IAT](#)
- <https://implicit.harvard.edu/implicit/Study?tid=-1>

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**THANKS FOR
YOUR ATTENTION**

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