 Implicit Bias

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Implicit Bias in the Classroom
Samantha Mack
Dr. Rachel Collopy

Context
- Implicit bias undermines teachers’ effectiveness with English Language Learners (ELLs), especially those with special needs
- How can we recognize implicit bias in ourselves?
- How can we dismantle it in ourselves and in the classroom?

Strategies for Recognizing Implicit Bias:
• Reflecting on experiences and opinions
• Understand your own culture
• Take the IAT test
• Educate yourself on implicit biases
• Change the way you interact with others; consciously work to disrupt the implicit bias

Disrupting Implicit Bias:
- DUAL ATTITUDES:
  Understanding your own implicit bias, and consciously choosing to react differently (explicit bias)
- MOTIVATION:
  Remaining positive and building relationships with all students
- CURRICULUM:
  Incorporating SIOP strategies and culturally responsive teaching

Findings
- Implicit Association Test (IAT) as an educational tool in developing an awareness for biases and creating cultural awareness (Hillard, Ryan and Gervais, 2013)
- “Teachers’ attitudes toward the inclusion of students predict the success of inclusion efforts for students both with and without difficulties” (Markova, Cate, Krolak-Schwerdt, and Glock, 2016, 555-556)