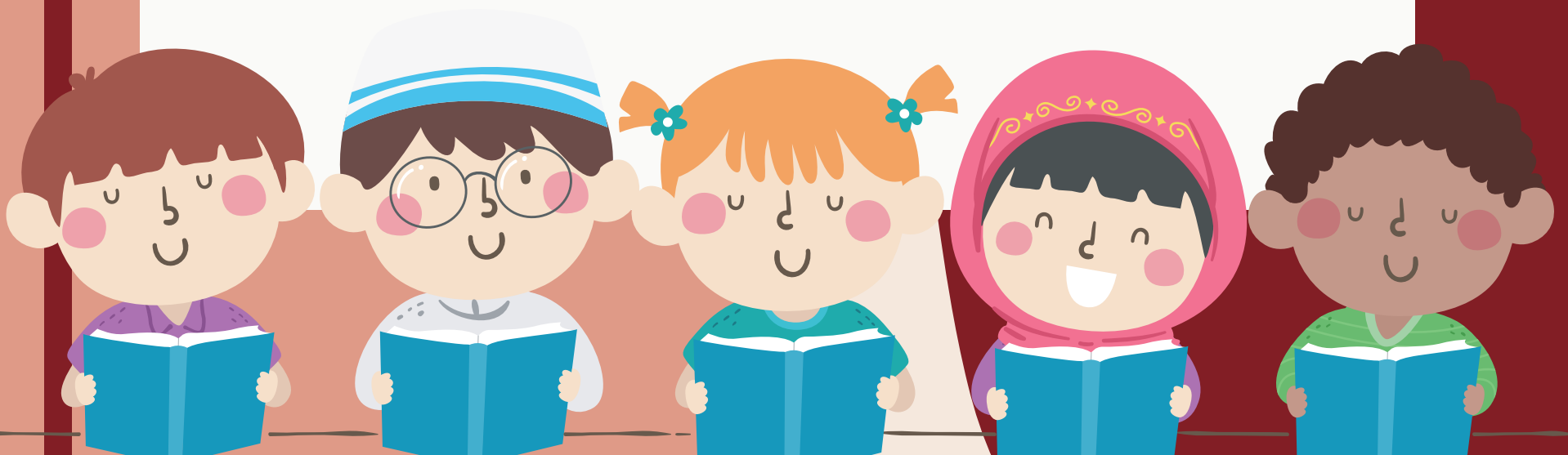


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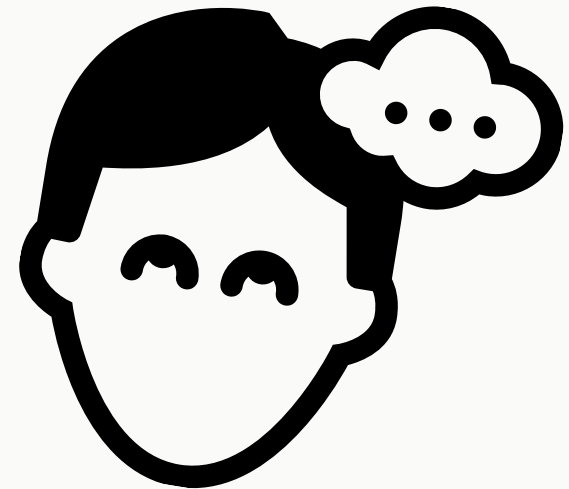
Addressing Implicit Biases in Early Childhood Education

Tips and strategies for
acknowledging implicit biases
and how to address them



What are implicit biases?

Implicit biases are attitudes or stereotypes that affect our understanding, decisions, and actions.



Implicit means the biases are unconscious; we do not know when they are affecting our behavior or thinking.



These biases develop over time through exposure to direct and indirect messages, media, observation, and more.

Everyone has implicit biases...

Sometimes these biases may not align with the beliefs the person holds. For example, someone can say they believe in racial equity, but still have an implicit bias against a racial group.



Implicit biases do not make you a bad person. However, we must all work to recognize these biases and how they can be harmful.

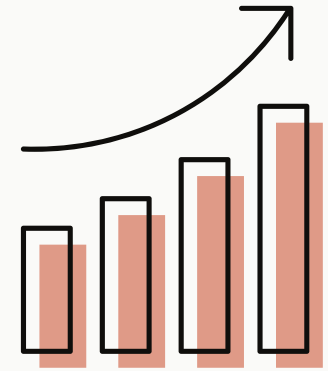
When left unchecked, implicit biases can lead to discriminatory behavior that harms others.



Schoolwide Tips

Use data to make decisions

Collect data using measurable and observable terms. This data should be used to monitor children's progress and inform interventions.

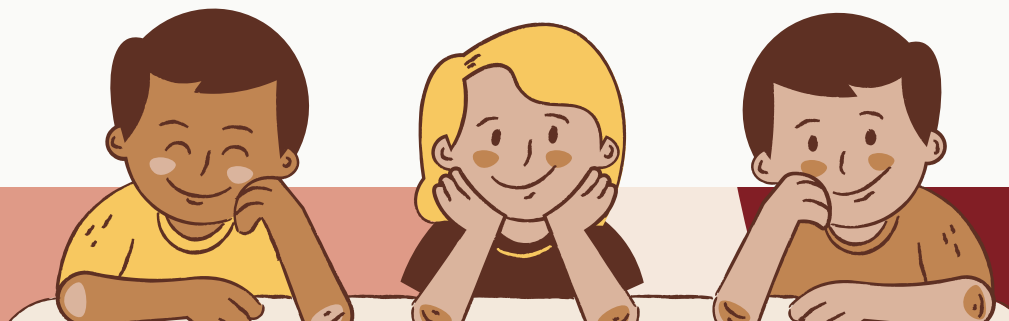


Create an open and diverse staff culture

Provide ongoing professional development on recognizing and addressing biases. Encourage and promote an environment where staff feel comfortable talking about biases and identifying strategies for addressing them.

Create an inclusive school environment

Ensure that media posted and provided throughout the school is representative of the children and families who attend the school and the surrounding community. Media should not support stereotypes or assumptions about people.



Classroom Tips

Incorporate diverse media into your classroom

Media should be representative of various races, cultures, disabilities, genders, etc. and should dismantle stereotypes. Use these media sources to talk with young children about race and racism to help them reduce their own implicit biases.



Facilitate intergroup interactions between peers

Be intentional as you form small groups of children to include various races, genders, disabilities, etc. Encourage and provide the supports necessary to help children develop friendships across groups.

Provide clear behavior expectations and disciplinary practices

Having clear and observable behavior expectations reduces implicit biases by ensuring all children are held to the same expectations, regardless of identity.



Teacher Tips

Check your own implicit biases

Self-awareness is the first step to addressing bias. You can use the [Implicit Associations Test](#) or another tool to recognize your implicit biases.

Be a part of intergroup interactions

Have conversations with people in similar and different social groups. Create a safe space for conversation to happen, and talk about your own bias as a way to help others talk about theirs.

Stay Informed

Attend workshops, read articles, and seek out resources to continuously address implicit biases.



Resources

Understanding Implicit Bias

Strategies for Addressing Implicit Bias
in Early Childhood Education

Exploring Implicit Bias in Early
Childhood Education

Understanding Implicit Bias and Its
Effects on Early Childhood Settings

Remediating Discipline Disparaties in
Early Childhood Education

