The Things We Miss

How can ECEs better understand, and work to eradicate, our own bias?

What IS implicit bias exactly?

Implicit Bias: Also known as **implicit** social cognition, **implicit bias** refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. (Kirwan Institute)

- https://youtu.be/1JVN2qWSJF4 (a quick intro)
- https://youtu.be/1Li656r-AI0 (how bias and the brain works)
- https://youtu.be/rspZv2a0Pp8 (a single story narrative)
- https://youtu.be/QnzkWc4b4mY (lifelong impact of bias)
- https://youtu.be/ucEAcIMkS0c (racial bias in preschools)

5 ways we can reduce bias

- Self-evaluation

(https://implicit.harvard.edu/implicit/takeatest.html)

(http://www.cpedv.org/sites/main/files/oppression_and_privilege_self_assessment.pdf)

- History and Context Learning
- First Person Narrative Experience
- Cultural Immersion
- Develop A Personal Accountability Plan

(https://www.aafp.org/journals/fpm/blogs/inpractice/entry/implicit_bias.html)

(https://poorvucenter.yale.edu/ImplicitBiasAwareness)

Yale's Accountability Plan (for example)

- **Regularly Self-Assess Implicit Biases**
- **Cultivate Inclusivity**
- **Solicit Feedback from Outside Observers**
- **Solicit Feedback from Students**

It all comes down to intentional empathy!

5 Steps to Empathy

- Empathy comes more easily to some, but it's possible to learn it even if you're not the most naturally empathetic person. To learn empathy, try this exercise:
- Think about your significant other or a friend, family member, or coworker.
- What has their mood been like in recent days?
- What's going on in this person's life that might be making them happy or sad, anxious, or angry?
- How are you contributing?
- What could you do or say to improve this person's situation?

https://www.psychologytoday.com/us/blog/mindful-anger/201809/learn-empathy-in-just-5-steps

Are you practicing empathy?

- Focus your attention on them when they're talking. Don't fidget or check your phone or gaze out the window.
- Indicate that you're listening by looking them in the eyes when they speak, nodding when you understand, and touching their hand or using another gesture to indicate your connection.
- Show your respect by hearing them out without sarcasm or rejection. If you feel yourself getting angry or annoyed, ask to take a break. Get a glass of water and drink it slowly to give yourself time to mindfully re-center yourself.
- Repeat what they say in your own words to make sure you're hearing them correctly or ask questions if you're not clear about their meaning.
- Validate their emotions. Even if you don't agree with an opinion, you can acknowledge the person's right to their feelings.