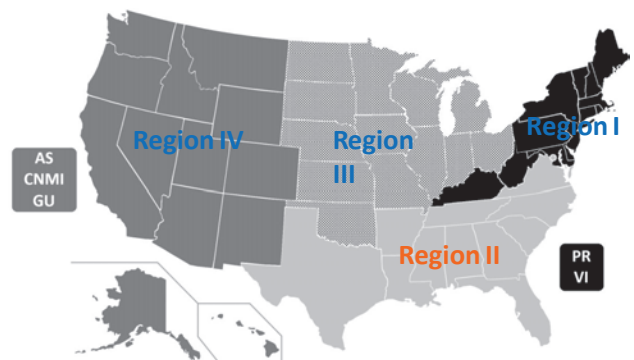




Promoting  
Equity in Schools:  
Safe & Welcoming  
Environments



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The four Equity Assistance Centers (EACs) are funded through the United States Department of Education Office of Elementary and Secondary Education. They are the only technical assistance (TA) centers that find their origin in the Civil Rights Act (CRA) of 1964.

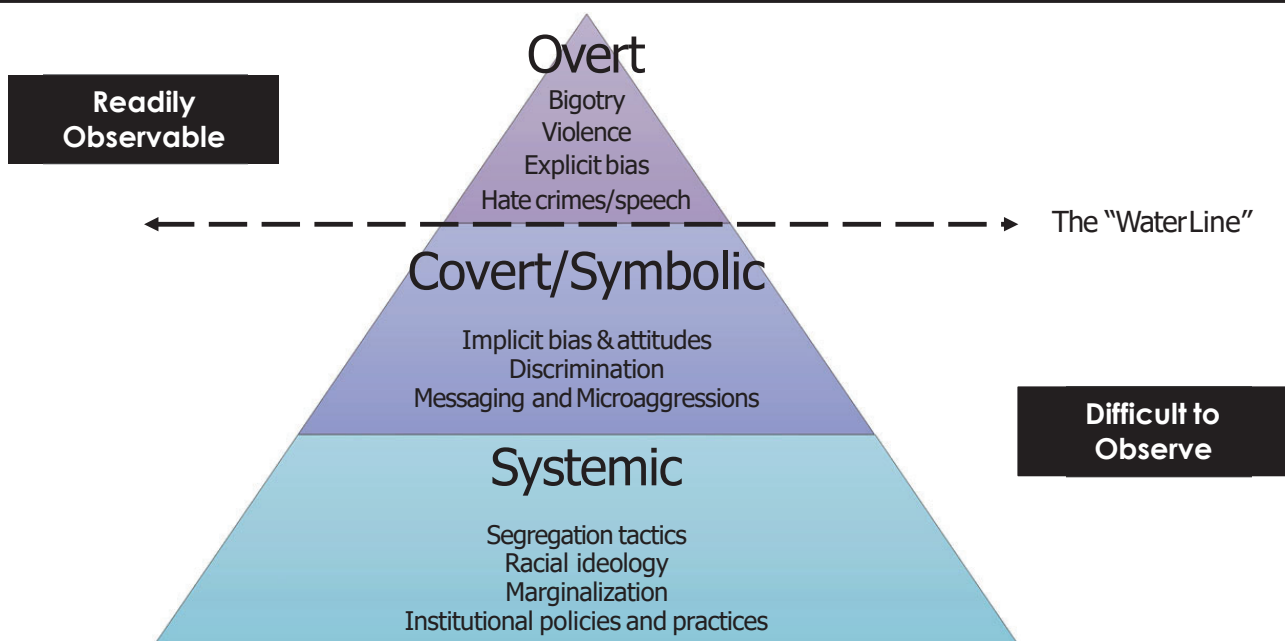
Region II serves state and local education agencies in 11 states and the District of Columbia.

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## Session Agenda

### Promoting Equity in Schools: *Safe and Welcoming Environments*

- Identifying and Reframing Microaggressions
- Understanding Implicit and Explicit Bias
- Root Cause: Problem-Solving with the 5 Why's
- Self Care: Centering Our Humanity



## Peeling Back the Layers of Injustice

It is critically important to understand how these structures operate in day-to-life, in school and in society.

Providing more accurate facts and information to individuals allows them to engage in cognitive dissonance and develop new understandings around race and discrimination.

# Implicit Bias

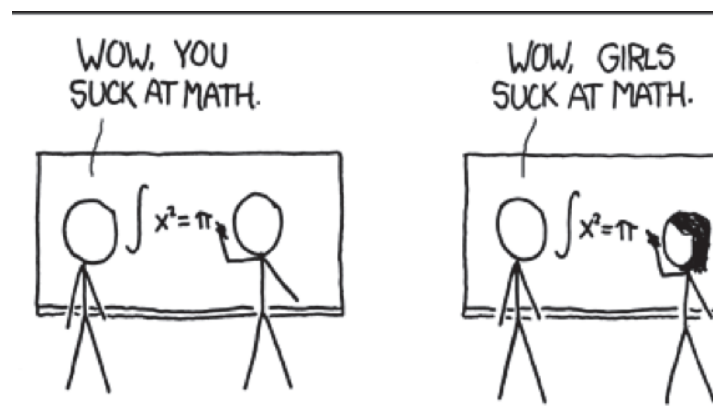


- Thoughts and feelings are “implicit” if we are unaware of them or mistaken about their nature.
- We have a bias when, rather than being neutral, we prefer (or have an aversion to) a person or group of people.
- Thus, “implicit bias” describes attitudes we have towards people or associate stereotypes with them without our conscious knowledge.

# Explicit Bias

- The attitudes and beliefs we have about a person or group on a conscious level.
- Much of the time, these biases and their expression arise as the direct result of a perceived threat.

(Perception Institute)



Also available as part of the eCourse

[2021 School Law eConference](#)

First appeared as part of the conference materials for the  
36<sup>th</sup> Annual School Law Conference session

"Race, Repetition, and Reform"