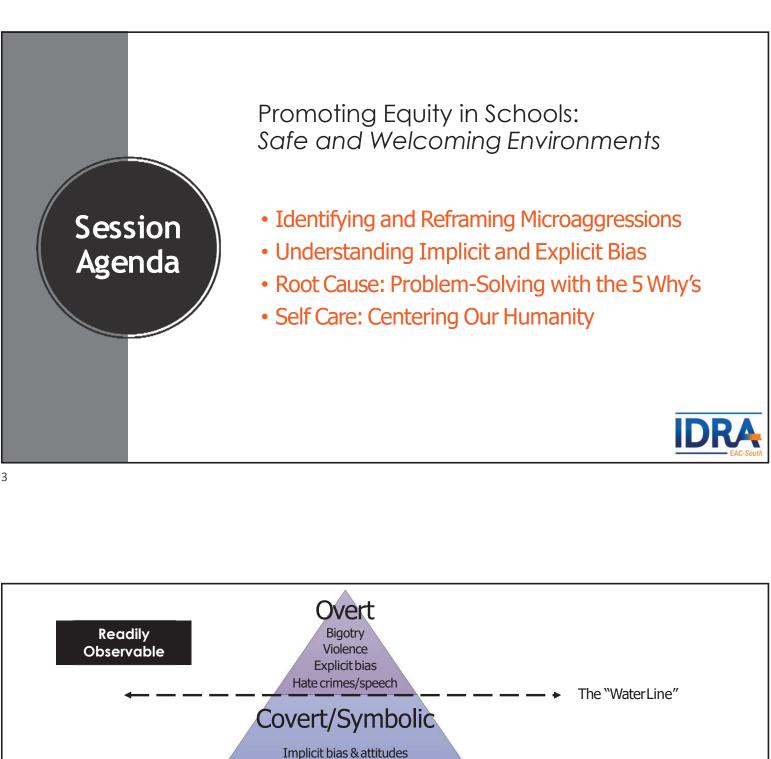


Region II serves state and local education agencies in 11 states and the District of Columbia.



Implicit bias & attitudes Discrimination Messaging and Microaggressions

## Systemic

Segregation tactics Racial ideology Marginalization Institutional policies and practices

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.



Difficult to Observe

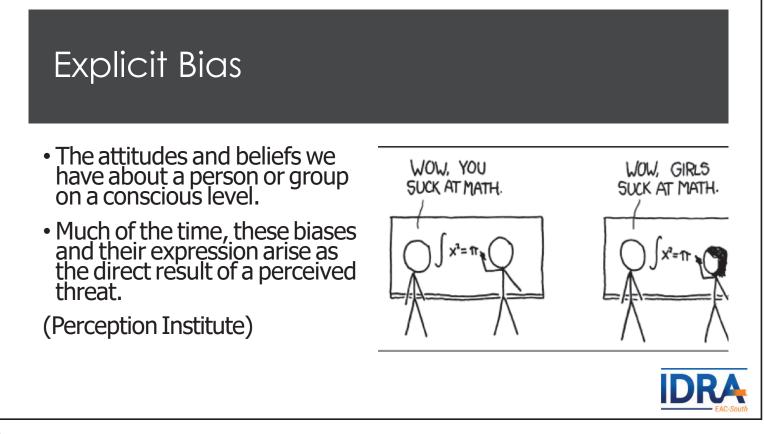
## Implicit Bias



- 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.







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"