



## **Topic 4: Staff, Community & Family Collaboration to Address Implicit Bias**

### **Frequently Asked Questions (FAQ)**

1. How can implicit bias affect students?

Implicit biases become harmful when they affect decisions made about how children are treated at school. How students are treated in educational settings has a large impact on their chances of succeeding in school and later in life.

2. What are some areas that must be examined when looking at the behavioral expectations of students with disabilities?

- Staff member's values related to equity and diversity
- Staff awareness of behavioral and social differences in students
- Interpersonal communication and problem solving
- Top-down and bottom-up systems and processes
- Staff collaboration in addressing student behavior

3. How do we acknowledge our "blind spots?"

We can start to acknowledge our blind spots by looking at behavioral expectations and the effects of the same expectations for all students across all school settings.

We can also learn and implement adjustments to align with student's background (culture, family, community).

We can acknowledge bias/biases which cause lower expectations for some students, which often create results to match the bias.

- Including the writing and conducting of the FBA and BIP

