



NC Early Learning Network

<http://nceeln.fpg.unc.edu>

Understanding Implicit Bias and Its Effects on Early Childhood Settings

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NC EARLY LEARNING NETWORK IS A JOINT PROJECT OF THE NC DEPARTMENT OF PUBLIC INSTRUCTION, OFFICE OF EARLY LEARNING
AND UNC FRANK PORTER GRAHAM CHILD DEVELOPMENT INSTITUTE



So glad
you're here!





Objectives



The Learner will:

- **Understand the meaning of implicit bias**

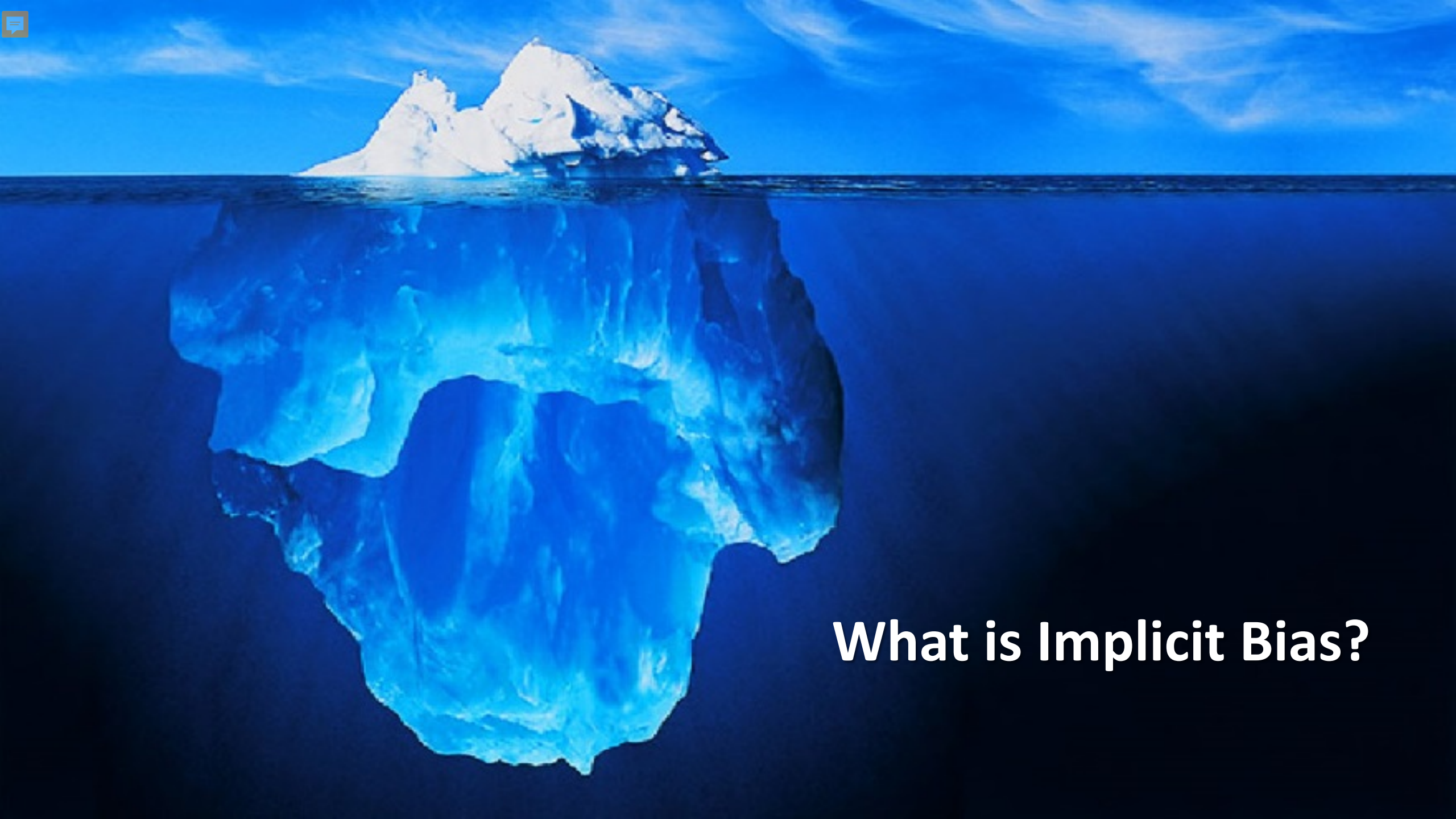


Objectives



The Learner will:

- Understand how implicit biases affect the early childhood classroom



What is Implicit Bias?



Explicit Bias (or Conscious Bias) - conscious judgment made in favor of or against a person, thing, or group

We always choose that restaurant because they have so many vegetarian options.

I like going shopping with my dad instead of my mom. My mom rushes me and my dad just lets me take my time.

Let's watch a sci-fi movie. That's my favorite genre.

Implicit Bias (or Unconscious Bias) - judgment made without being aware we are doing so

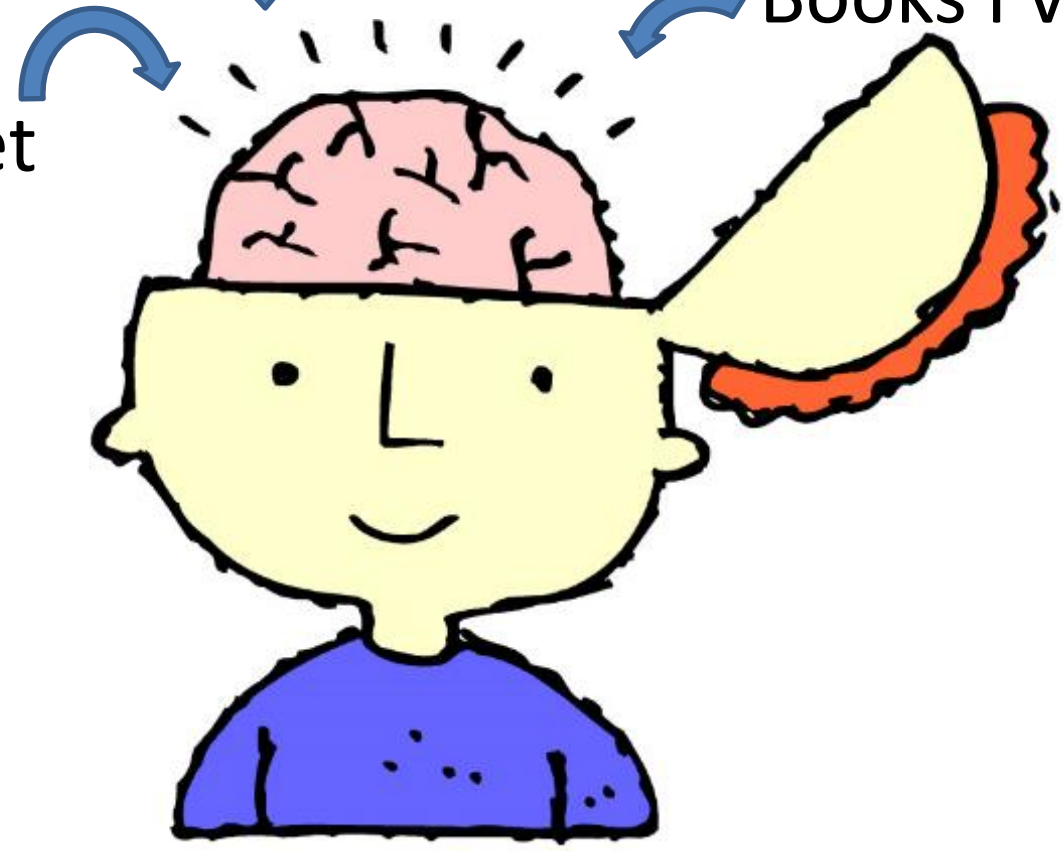
A vegetarian restaurant? In that neighborhood? Ummmm..I don't think so..

I guess I'll ask my mom to take me shopping. Dads don't really like shopping.

I better choose a rom-com movie. She's probably not into sci-fi.



Places I've Been
Things I've Done
People I've Met
Things I've Viewed on TV and Online
Books I've Read





Our Unconscious Networks

What colors are the following lines of text?

1. **Vqeb peow ytro**
2. **Cvur zxyq brrm**
3. **Vhrn wwte zytn**
4. **Xoc jbnioew mne**
5. **Zreytuveemkp**

Our Unconscious Networks



What colors are the following lines of text?

1. **Sky**
2. **Grass**
3. **Dirt**
4. **Sunshine**
5. **Stop sign**

Our Unconscious Networks



What colors are the following lines of text?

1. **Red**
2. **Blue**
3. **Yellow**
4. **Green**
5. **Brown**

Our Unconscious Networks



What colors are the following lines of text?

1. **Dirt**
2. **Sunshine**
3. **Sky**
4. **Grass**
5. **Stop sign**



Our Unconscious Networks

What colors are the following lines of text?

1. **Green**
2. **Blue**
3. **Brown**
4. **Red**
5. **Yellow**




What Does Research Say About Implicit Bias?

- Activated involuntarily (i.e., individual not aware of biases)
- Pervasive and robust
- Does not necessarily align with our declared beliefs
- Malleable, can be unlearned and replaced with new mental associations

(Clark & Zygmont, 2014)





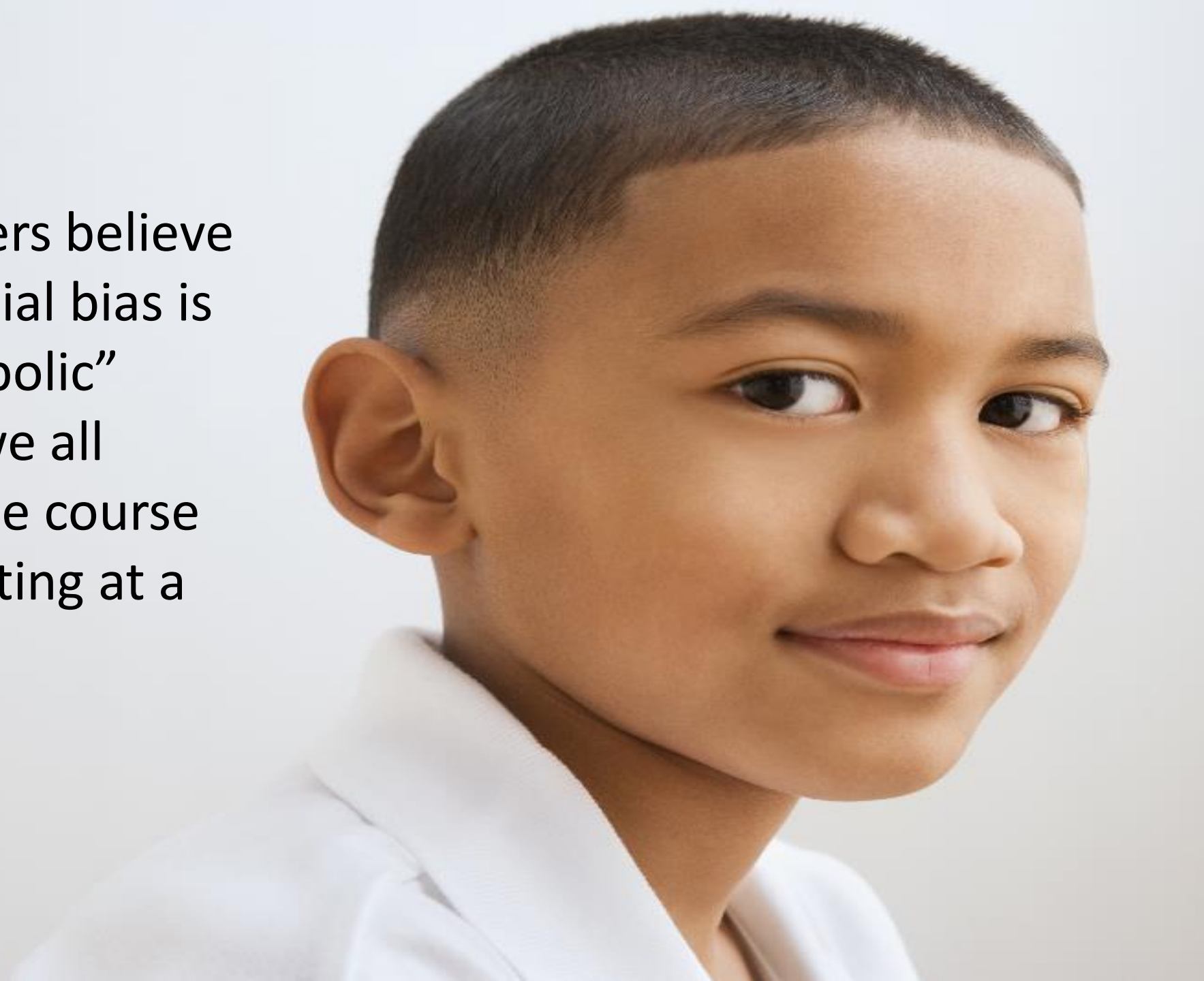
'There is nothing more painful to me at this stage in my life than to walk down the street and hear footsteps and start thinking about robbery... Then look around and see somebody white and feel relieved'

Reverend Jesse Jackson, 1993



Many researchers believe that implicit racial bias is fueled by “symbolic” attitudes that we all develop over the course of our lives starting at a very early age.

(Allen, 2017)





Even the most well-intentioned person unwillingly allows **unconscious thoughts** & feelings to **influence** apparently objective **decisions**.

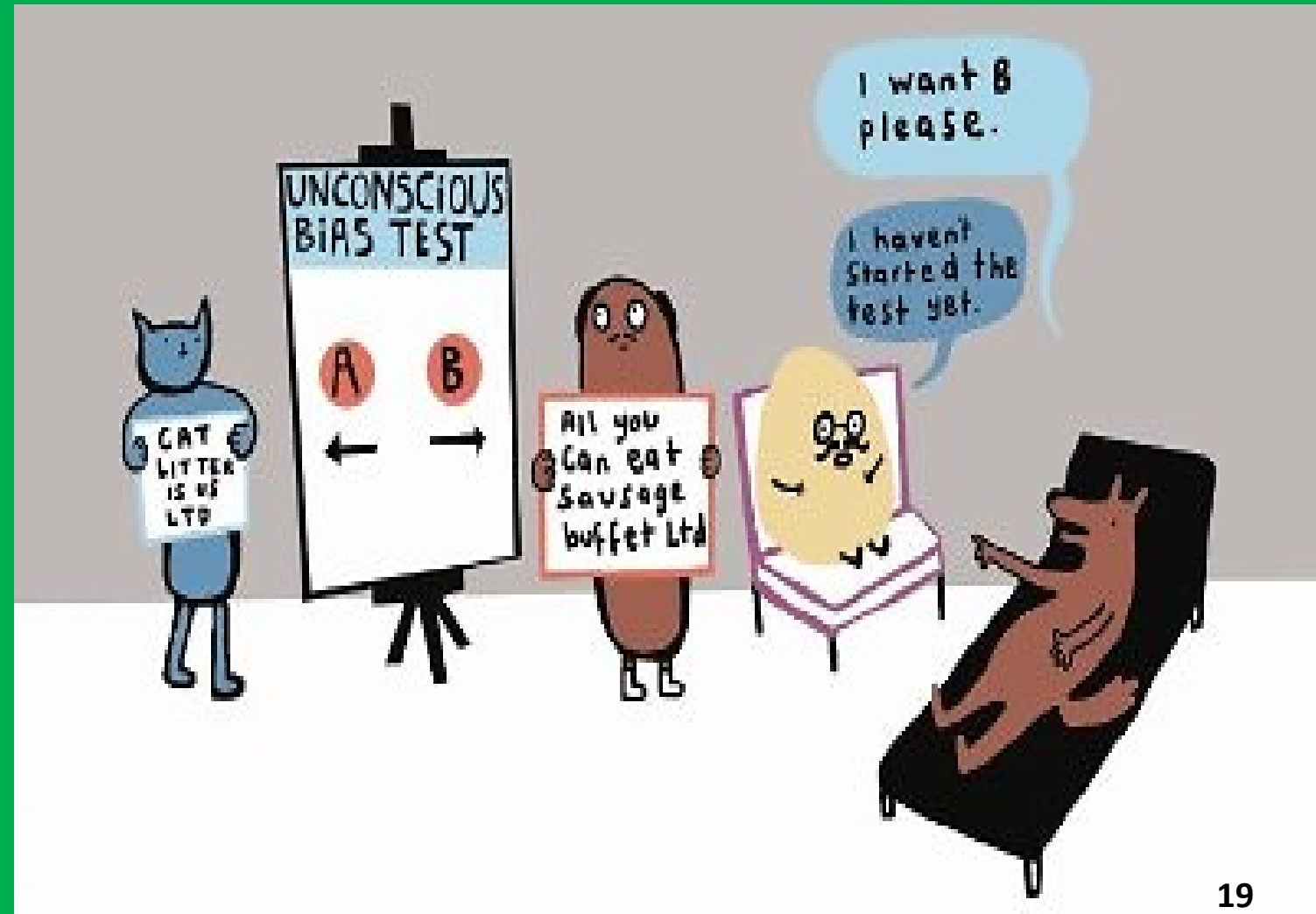
-M. Banaji

(Allen, 2017)

Pre-Learning Assignment



- Complete the implicit bias test:
<https://implicit.harvard.edu/implicit/takeatest.html>
- Record your results and bring to training





The Hidden Prejudice

<https://youtu.be/3Nj-MjBc-xQ>



Guiding Questions for Table Group Discussion

1. How did you feel when you were taking the test?
2. Did the results surprise you? How so?
3. Can you think of anything that you viewed or heard recently that may have influenced your results?



The Danger of a Single Story

<https://youtu.be/BQR8x3CCo0A>



We don't see things as they are.
We see things as we are.

-Anais Nin





Implicit Bias in Education

Research on school-age children has identified concerning trends that show how implicit bias affects **teachers' instructional practices, interactions with students, school discipline, and special education eligibility and placement decisions.**

(Allen, 2017)





Studies spanning 40
years show that
African American
children are up to four
times more likely to be
suspended than White
students

(Bradshaw et al., 2010; Children's Defense Fund, 1975; Milner, 2013;
Skiba et al., 2011).

(Allen, 2017)





Implicit Bias and Preschool Teachers

Walter Gilliam, et al
(2016) found that
Preschool teachers
judge children's
behaviors differently
based on race.

(Allen, 2017)



Racial Bias in Preschools

<https://youtu.be/ucEAcIMkS0c>



Implicit Bias in Early Childhood



- Early education staff tend to observe Black children more closely, especially when they expect challenging behaviors
- Teachers, regardless of race, show same-race empathetic response

(Gilliam, Maupin, Reyes, Accavitti, & Shic, 2016)



The African-American boy was watched more than any other child. Forty-two percent of teachers reported that he required more attention than the other children



(Allen, 2017)



The results
were true with
both White and
Black teachers

(Allen, 2017)



"Implicit biases do not
begin with black men
and police.

They begin with
young black boys
and their preschool
teachers — if not earlier."

— Walter Gilliam, Yale





How Does This Impact the Preschool Classroom?

Civil Rights Data Collection (2014)

Included number of preschool children who:

- had at least one out-of-school suspension,
- had more than one suspension,
- were expelled, and
- received corporal punishment.

(Allen, 2017)





Civil Rights Data Collection (2014)



- ***African Americans:*** 18% of the preschool population, but 48% of suspensions
- ***Boys:*** 49% of the preschool population, but 82% of all suspensions
- ***Children with disabilities:*** disproportionately suspended



Civil Rights Data Collection (2016)



- **African Americans:** 19% of the preschool population, but 47% of suspensions
- **Boys:** 54% of the preschool population, but 78% of all suspensions occurring more than once

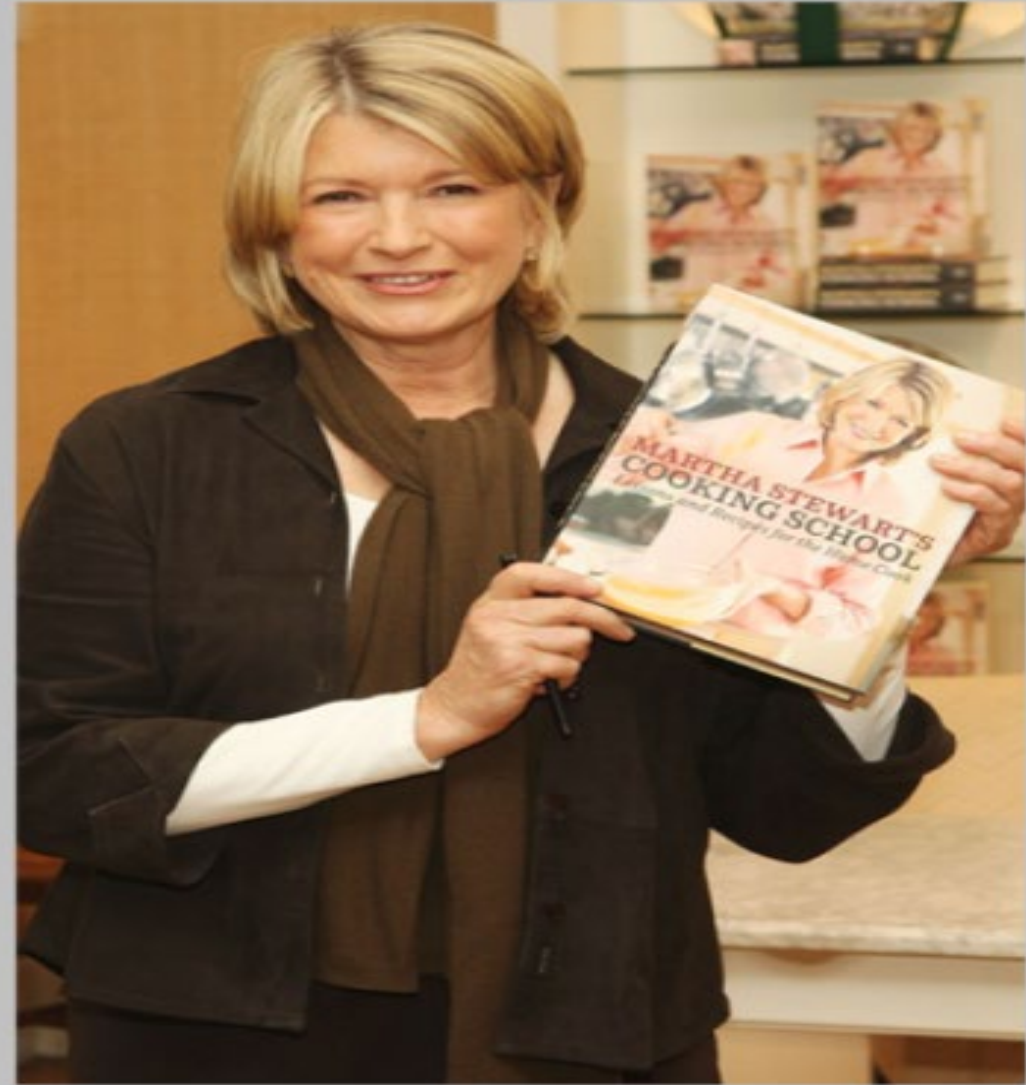


Civil Rights Data Collection (2016)

- **African American boys:** 19% of preschool male population, but 45% of preschool males suspended
- **African American girls:** 20% of preschool female population, but 54% of preschool females suspended
- **African American preschoolers:** 3.6 times more likely to be suspended than their White peers

(Allen, 2017)





Be Careful of Stereotypes!
Only One of Them is a Convicted Felon.

Working Together





**Aware is
halfway there!**



The Costs of Racial Color Blindness

<https://youtu.be/RG6cVIDneis>



These attitudes and implicit biases are malleable (Kang & Banaji, 2016) and under the control of individuals

(Allen, 2017)



Have Conversations





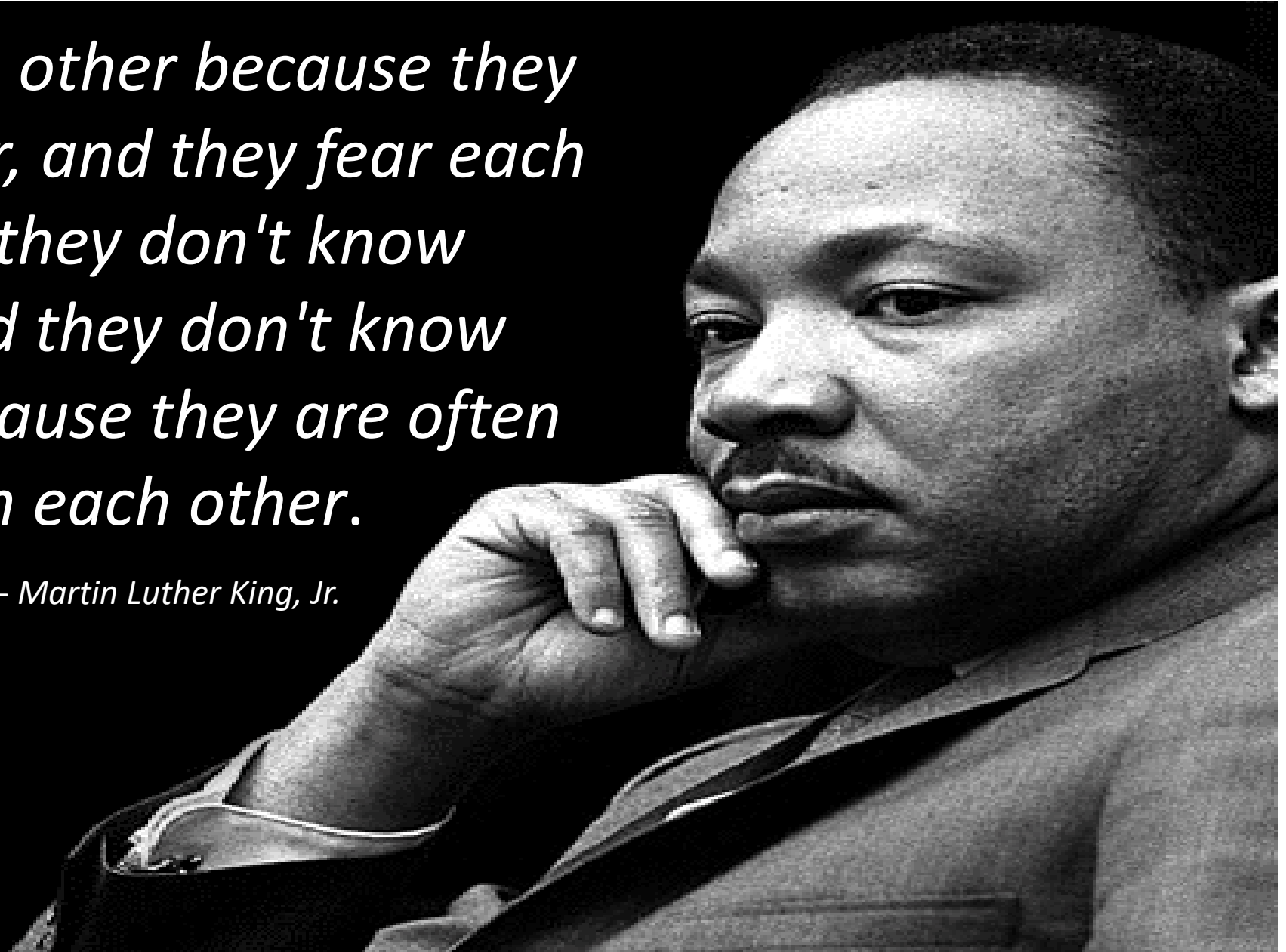
Examine Data

Red									
Orange									
Yellow									
Green									
Blue									
Purple									
Pink									
Black									

Create New Associations

Men hate each other because they fear each other, and they fear each other because they don't know each other, and they don't know each other because they are often separated from each other.

- Martin Luther King, Jr.





Questions