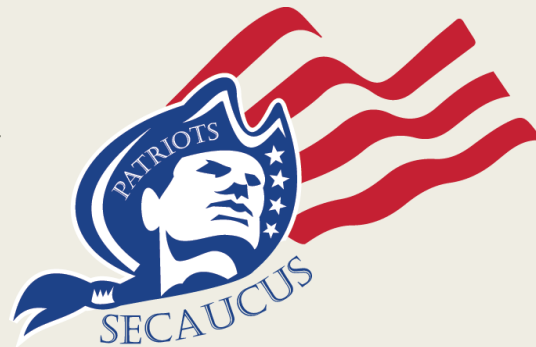


Identify Implicit Bias and Create Equity in the Classroom and Curriculum!

2019 New Jersey Department of Education
Statewide Conference
Equity For All

Patricia Smeyers
2019 Hudson County
Teacher of the Year



Dr. Danielle Garzon
2016 Hudson County
Teacher of the Year

Remember Your Why

Amazing Grace - Your WHY gives your What more
impact Video Link

Icebreaker Sprinkle

- Stand and face a partner
- Decide who will be partner 1 and partner 2
- 1's close your eyes. 2's make one change to your appearance (Change your hair, roll up your sleeves, remove your glasses, etc.)
- 1's open your eyes and try to identify the change in partner 2
- Switch
- Go back and forth for three rounds

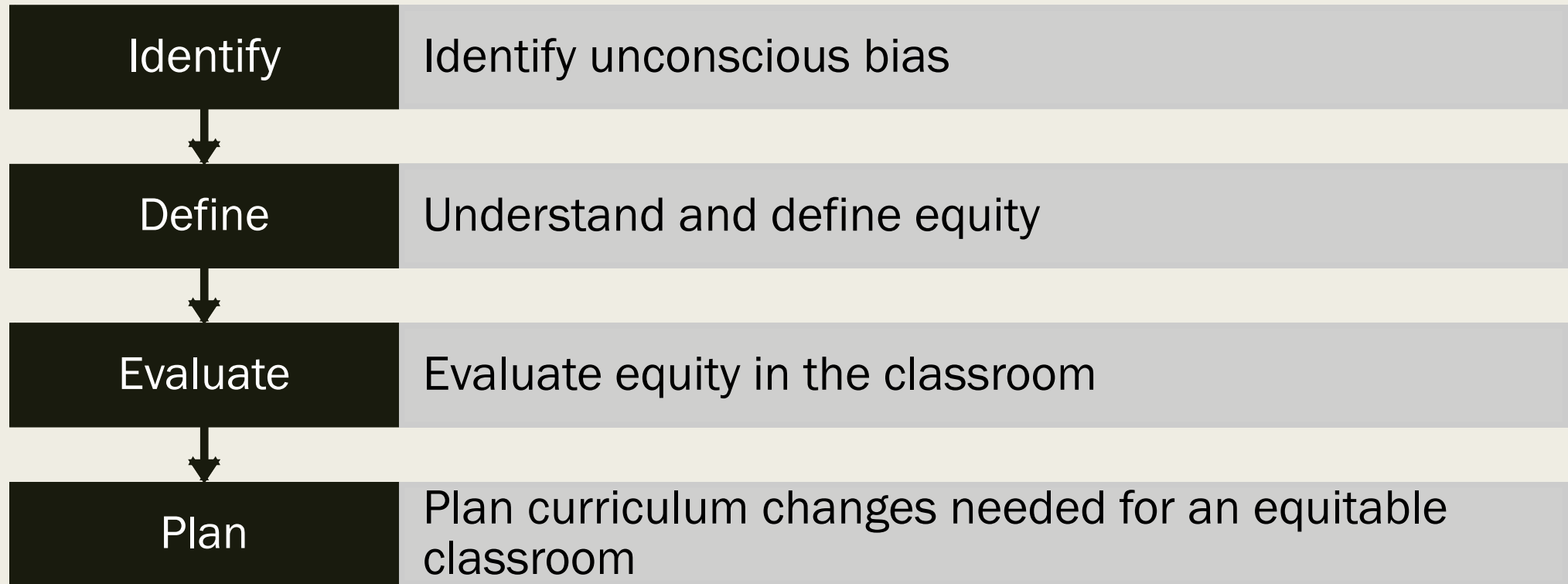
Discussion

2 Minutes

How might today's activity relate to today's activities?



Objectives



Think...Would You Stop a Bike Thief?

[What Would You Do? Bike Theft Video Link](#)

Video Discussion

- 3 Minutes
- What did you notice?
- How did you feel?



Collaborate

- Implicit bias refers to unconscious attitudes and beliefs that influence our thoughts and actions. How does implicit bias relate to the bike thief experiment we just watched?
- (3 minutes) Share your thoughts.



Implicit Bias Outcomes

[Implicit Bias Video Link](#)

Stop at 1 minute 58 Seconds

Implicit Bias in Schools Effect



Our Expectations for
student
achievement



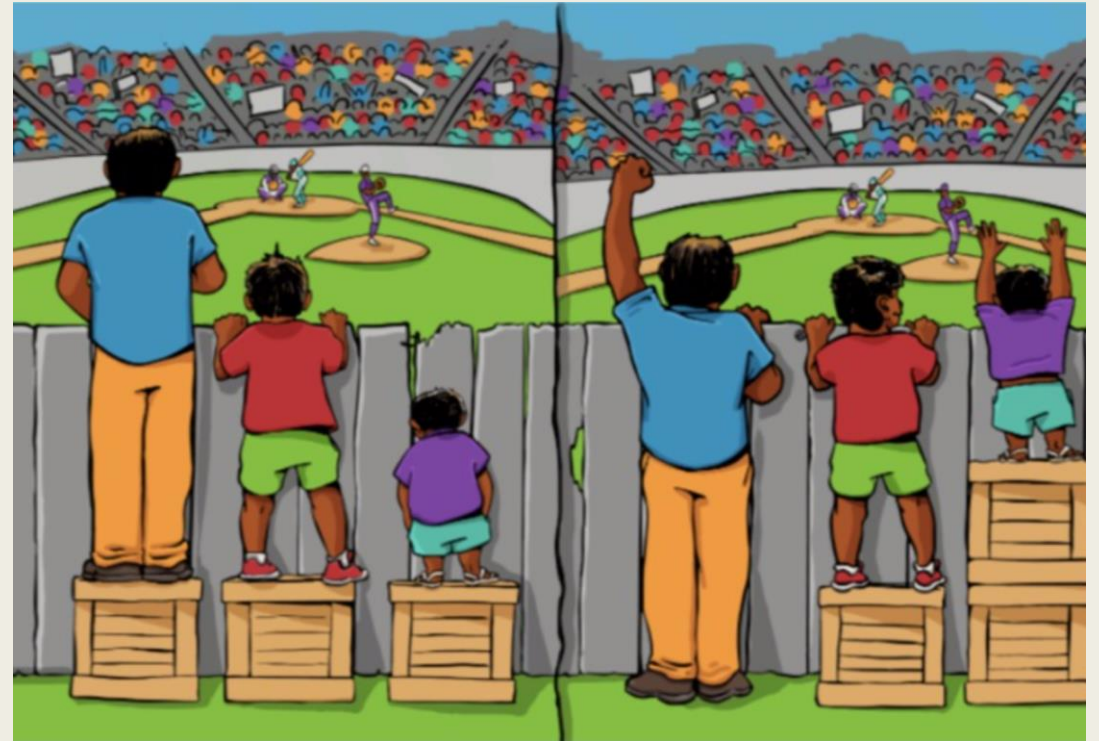
Interpretations of a
student's words and
actions



Responses to
student work and
behavior

What does this image mean to you?

With a partner write your definition
Of equity on a post it on the equity
wall.
(3 minutes)



Equity



- Equity means every child receives what they need to develop to their full academic and social potential.

Let's Learn More

The first step to correcting implicit bias is to correct areas where they show up.

- Examine
 - ✓ *Curriculum*
 - ✓ *Participation Structures*
 - ✓ *Language*



Working in Groups

- Examine the Resource 1 list and highlight what you studied in school, taught or currently teach.
 - *1 minute*
- Examine the Resource 2 list and highlight what you studied at school, taught, or currently teach.
 - *1 minute*
- Discussion in groups
 - *3 minutes*
- On a post it note, answer the following question and post it on the wall labeled Curriculum. (2 minutes)
 - *How does implicit bias in curriculum impact various cultures, SES, or special needs students?*

Possible Curriculum Bias Answers

- Most areas of study are dominantly white male figures
- Communicates this is the only accurate perspective
- Marginalizes the story and history of everyone else.
- Hinders student ability to think critically and develop empathy for another point of view.



Planning time

Use Resource 3:
“Creating equitable
classrooms” to
reflect upon your
practice and
curriculum.

(7 minutes)

Reflect



What insights have you found when planning your curriculum?



Add your post it note to the wall labeled reflection. (3 minutes)

Working in Groups 2

- Examine the Resource 3 and highlight statements you have heard or expressed about students and or families.
 - *1 minutes*
- Discussion in groups: (3 minutes)
 - *How do statements like these impact bias at schools?*
 - *How do you think implicit bias in language impact students even if they do not hear what is said?*
- Whole Group Reflection

Tea Party



Walk around the room
until the music stops



Find a partner and
evaluative the following
statements

Round 1

It is in their culture to be defiant. They can't help it if that is what they are taught.

Round 2

I've tried
everything to get
him to pay
attention. He just
won't do it.

Round 3

I wonder what factors are getting in the way of homework completion for my students? I know they are capable of doing the work.

Goal



What insights and goals have you had from today's presentation?



Add your post it to the wall labeled goal (3 minutes)
Discuss as a group

Presentation Acknowledgment

The presentation was adapted using Nearpod lessons written by the National Equity Project and the New Teacher Center.



Thank You for Collaborating with Us!

Patricia Smeyers

2019 Hudson County Teacher of the Year

Twitter @patriciasmeyers

psmeyers@sboe.org

Dr. Danielle Garzon

2016 Hudson County Teacher of the Year

dgarzon@sboe.org

[Presentation Link to Slides](#)

