

Educator Professional Development



Topic

NYU 5 Implicit Biases



SEL Competency

Relationship Skills,
Self-Awareness



Theme

CSE, Implicit Bias,
Antiracist Teaching

Shianna, the student we see at the beginning of the video, describes several micro-aggressions she has experienced. Reflect on the word micro-aggression. Note that even though the word “aggression” is part of it, the examples we see are not overtly violent. Instead, these are examples where a student was demeaned to demonstrate a lack of cultural sensitivity on the part of an educator. Reflect on this. How do you rate yourself on your understanding of what constitutes as a micro-aggression? Do you need to adjust any of your own habits? Think about people around you at work. Do you think others in your school have a good understanding of what a micro-aggression is? Are there reasonable actions you could take to help others understand the effects that micro-aggressions have on students?

Reflect on interactions you have had with others of a different cultural background from your own, either as an educator with your students or when you were a student with your teachers. Has someone used a micro-aggression with you or have you used a micro-aggression towards someone else? Regardless of the intent, reflect on what the results were of these interactions? What lessons can you learn from your experiences? If necessary, develop a set of norms for yourself to avoid micro-aggressions in the future.

What are some processes schools and educators can have in place to prevent micro-aggressions and/or restore relationships if such interactions do occur?

Think about the people you regularly interact with in your school, both staff members and students. Think about a network of people whose trust you have developed. What can this network do to help each other develop greater accountability and make sure that each of you are taking actions that support students in a way that is free of micro-aggressions?