

Information to address biases in the classroom

As we try to make all students feel welcome and safe in our programs, we must provide professional Development to our staff so that they may learn how to identify self-biases, peer biases, and student biases. This document provides several resources that can be used during a faculty meeting, in-service day, or as an assignment during induction for new teachers.

ACTE (Association of Career & Technical Educators) has been doing a series of webinars on issues in career and technical education. One of these YouTube videos was “Confronting Isms in the Classrooms”. Racism, classism, and sexism are but a few of the “isms” that prevent students from inclusion and access of high quality CTE. How can we avoid conscious and unconscious “isms” in our programs so that a new shared understanding of equitable learning made available to every student?

[Confronting Isms in the Classroom - Bing video](#)

Gender Bias

On the surface, teachers want all of their students to feel comfortable in their classrooms. But underneath, teachers may have biases that cause students to feel uncomfortable. It can be simple comments made like “You did that very well for a girl” which to the girl means the teacher doesn’t think girls can perform the job as well as boys. Please reverse those statements and the result is the same “You did that very well for a boy”. Why is this important? In CTE, teachers and counselors should encourage girls and boys to enroll in any program they want to learn. For example, a girl Auto Tech student can be just as effective as the boy Auto Tech student. Gender should not be the factor that determines a career choice and as a CTE teacher, it is important to understand unconscious biases and to eliminate them.

School counselors should be familiar with these topics as well so when they are talking with students who express frustrations in the classroom or in the workplace due to biases, they can provide the students with guidance on the proper handling of the situation. Counselors can also talk with the teacher (or with administration) to make the teacher aware of the problem and the steps to correct it.

In addition to feeling comfortable in the classroom, these students will then enter the workplace where often times the gender bias continues. Helping the students to understand and counter gender biases in the workplace is also important.

There are many videos and articles on biases that can be shared with the staff in professional development activities. Here are a few:

[8 Common unconscious biases 2021 - Bing video](#)

[What is Unconscious Bias? - YouTube](#)

[What is unconscious bias? - YouTube](#)

[Managing Unconscious Bias - YouTube](#)

[How to Outsmart Your Own Unconscious Bias | Valerie Alexander | TEDxPasadena - YouTube](#)

[What are microaggressions? - YouTube](#)

[Implicit Bias vs. Explicit Bias: What's the difference? - YouTube](#)

[Common Examples of Gender Bias in the Workplace - HR Daily Advisor \(blr.com\)](#)

Breaking barriers: Unconscious gender bias in the workplace [wcms_601276.pdf \(ilo.org\)](#)

[How to Reduce Gender Bias in the Workplace? \[2021\] | Diversity & Social Impact Made Easy](#)