

2020 Immigrant Student Success

Strategies and Tools for K-12 and Adult Educators

July 8-9

12:00 –3:00 PM EDT

Implicit Bias in Teaching

Clare Maxwell

The Immigrant Learning Center's Public Education
Institute

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Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.

– Kirwan Institute, Ohio State University

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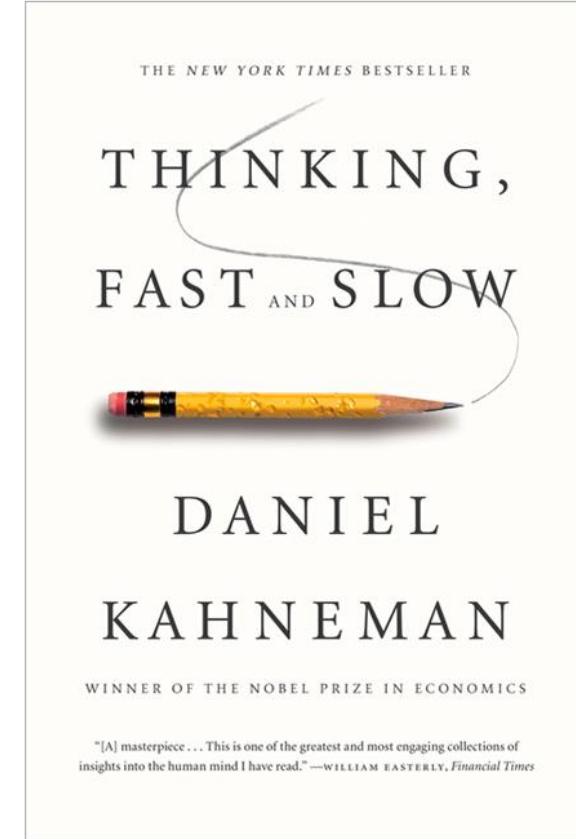
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The human brain processes 11 million pieces of information a second.

Your brain has developed “slow” and “fast” thinking systems to process different pieces of information.

In order to process information more quickly, the brain develops associations or “shortcuts.”



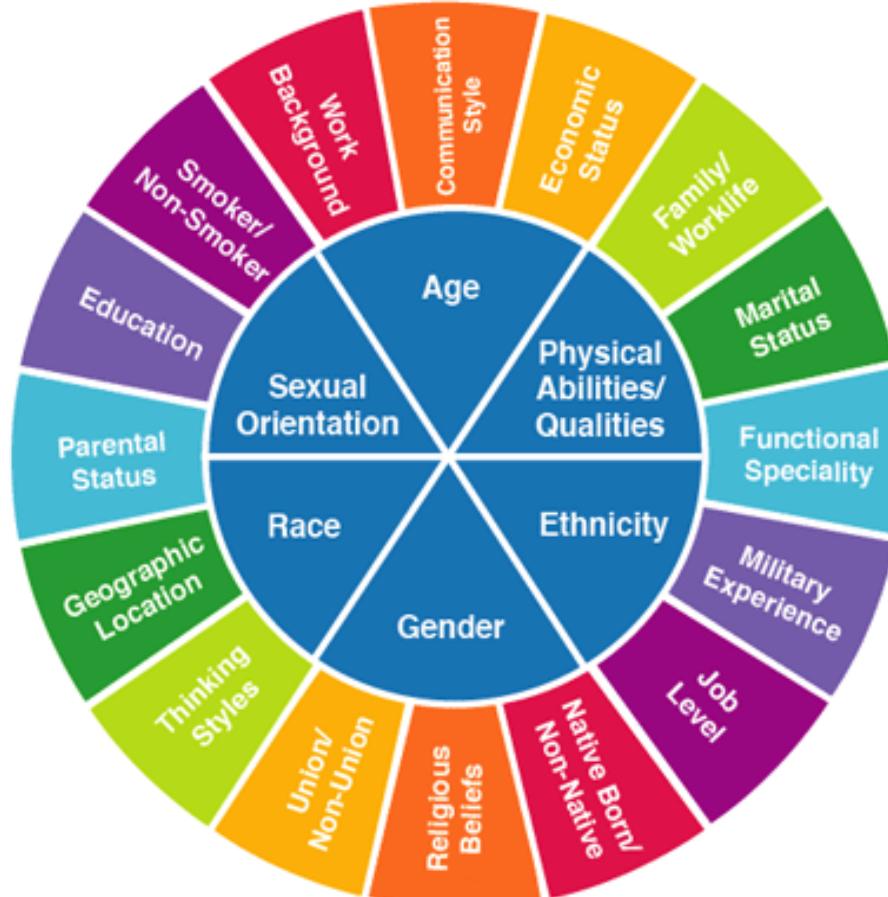
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Different Identity Groups



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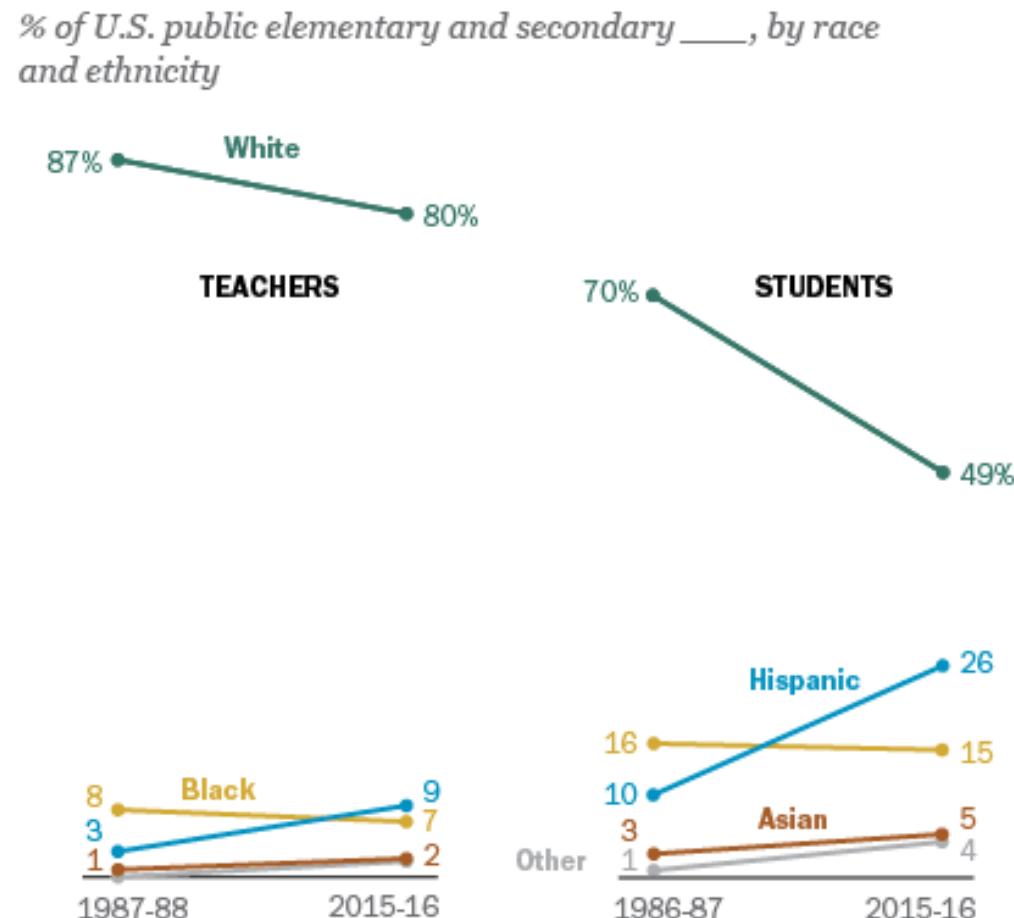
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Racial and ethnic distribution of public school students and teachers



Source: Pew Research Center

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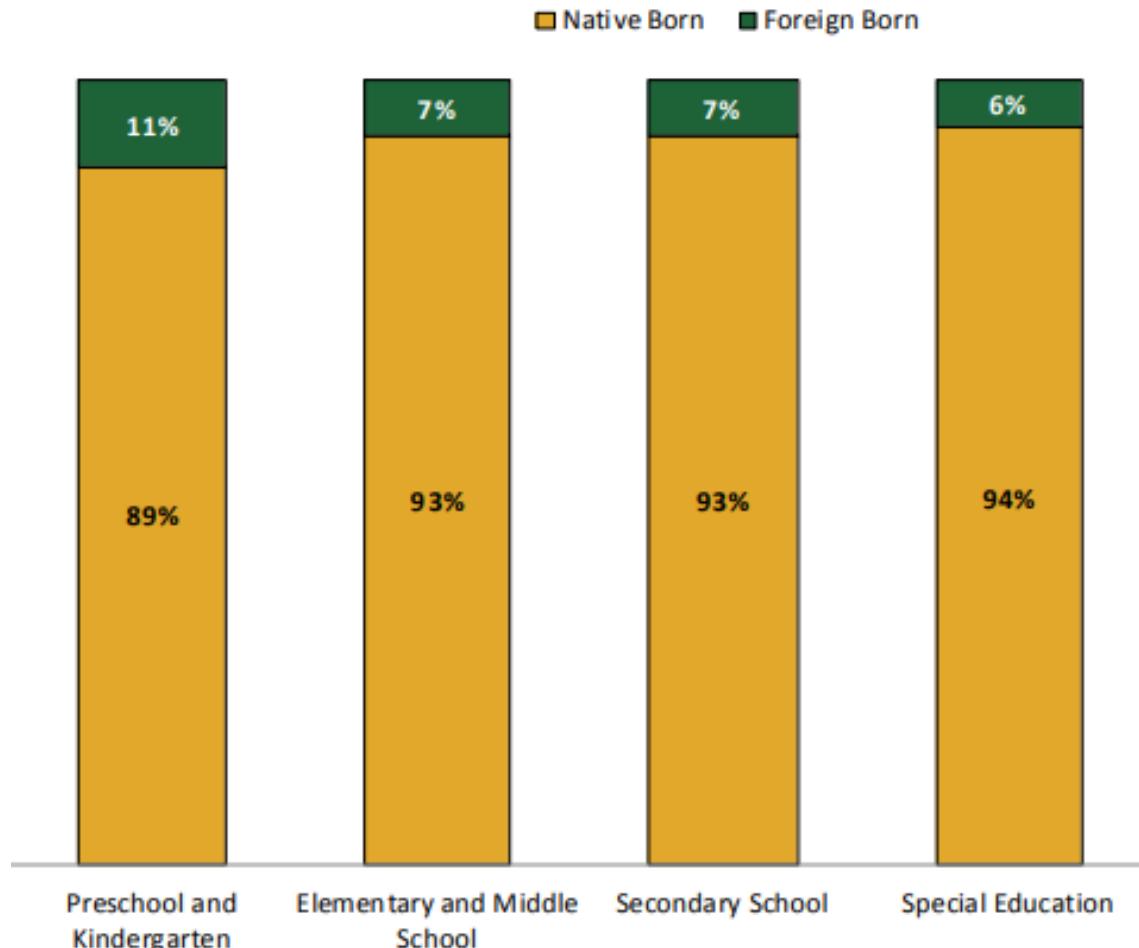
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Immigrants in education professions



Source: Institute for Immigration Research, George Mason University

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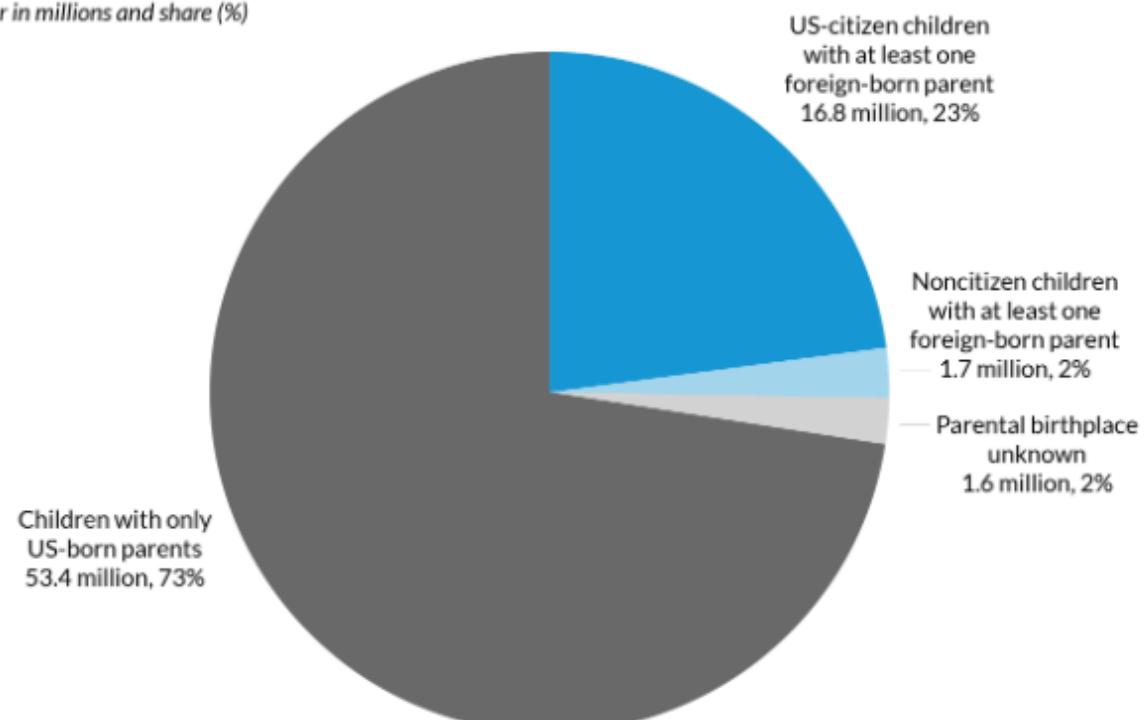
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Students from immigrant families

One-Quarter of US Children Were Children of Immigrants in 2017, and Almost All Were Citizens

Number in millions and share (%)



Source: The Urban Institute

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Impact on students: Adultification

"The notion of childhood is a social construct—one that is informed by race, among other factors. Research has shown that Black boys, in particular, are often perceived as less innocent and more adult than their white male peers and, as a result, they are more likely to be assigned greater culpability for their actions, which increases their risk of contact with the juvenile justice system."

- **"Girlhood Interrupted," Georgetown Law**

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Impact on students: Allocation of Attention and resources

"A 2017 study by Hua-Yu Sebastian Cherng found that "math teachers perceive their classes to be too difficult for Latino and black students, and English teachers perceive their classes to be too difficult for all non-white students." In English, these biases lower the affected students' "expected years of schooling by almost a third of a year... The effect of being underestimated by math teachers is -0.20 GPA points."

- Edutopia



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Impact on students: Remedial and Vocational Tracks

"U.S. high school "sink or swim" placement policies that propel immigrant students into courses that they're linguistically and academically unprepared for – or conversely, that funnel all newcomers into remedial courses or service-oriented vocational programs – may undermine these students' academic success and their motivation to learn, new research suggests."

- Illinois News Bureau



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Impact on students: Microaggressions

"Racial microaggressions are the brief and everyday slights, insults, indignities and denigrating messages sent to people of color by well-intentioned white people who are unaware of the hidden messages being communicated. These messages may be sent verbally ("You speak good English"), nonverbally (clutching one's purse more tightly), or environmentally (symbols like the confederate flag or using American Indian mascots). Such communications are usually outside the level of conscious awareness of perpetrators."

- *Psychology Today*



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Impact on Students: Tokenization

"Being the token black person is not fun. I am expected to be an authority on the lives of all black people. People think I represent all black people and black culture; however, at the same time, I'm supposed to rise above black culture."

- *The Harvard Crimson*

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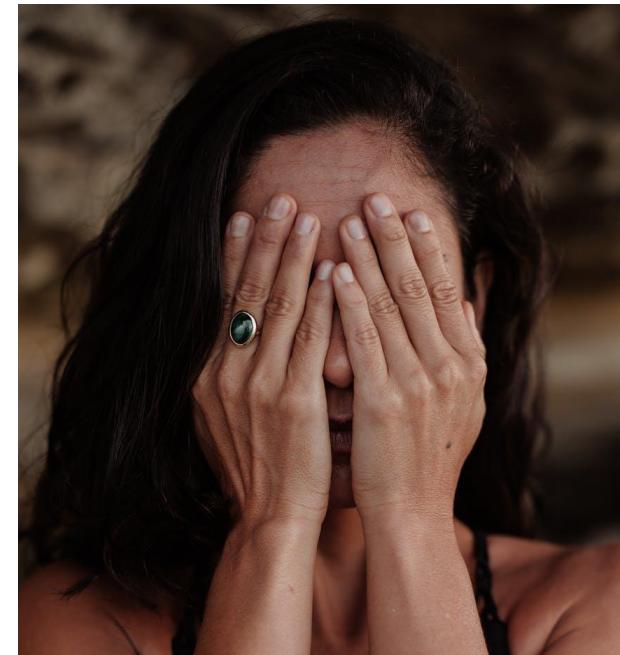
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Blind Grading

"We analyze a random sample of national tests in the Swedish language graded both non-blindly by the student's own teacher and blindly without any identifying information. The increase in the test score due to non-blind grading is significantly higher for students with a Swedish background. This discrimination effect is sizeable, about 10% of the mean or 20% of the standard deviation of the blind test score."

- *Journal of Education Economics*



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Building Diverse Relationships

"The absence of any observable change in the behavior of male or white employees overall suggests that we need to stop treating diversity training as a silver bullet. Instead, we recommend investing in a multipronged diversity and inclusion program that encourages underrepresented talent to join, stay, succeed, and lead within your organization. This includes a broad range of approaches, from targeting training to different audiences, to re-engineering hiring practices, to normalizing flex time, to using technology and behavioral science to reduce bias in performance evaluations."

- Harvard Business Review



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Building inclusive narratives

"How can you use empathetic narrative encounter in the classroom? The Tale of Two Schools describes one such encounter. Students from very different school settings were paired off to exchange stories by listening carefully and then retelling the other person's story while taking on the persona of their partner. This opportunity to "shatter stereotypes by walking in each other's shoes" is a low-tech technique that can be deeply impactful."

- The ILC Public Education Institute



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Self-care, community care



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