

Resource Guide: Implicit Bias and Microaggressions

Identify Your Bias

- Use any of these tests to identify your bias as it relates to different groups of people.

<https://implicit.harvard.edu/implicit/aboutus.html>

Books

- *How the Word Is Passed: A Reckoning with the History of Slavery Across America* by Clint Smith
- *Four Hundred Souls: A Community History of African America, 1619-2019* edited by Ibram X. Kendi and Keisha N. Blain
- *Black Lives Matter at School* edited by Denisha Jones and Jesse Hagopian
- *How to be Antiracist* by Ibram X. Kendi
- *Stamped Racism: Antiracism & You* by Jason Reynolds and Ibram X. Kendi
- *Lies My Teacher Told Me: Everything American History Textbooks Get Wrong (Young Readers Edition)* by James W. Loewen
- *The New Jim Crow* by Michelle Alexander
- *Between the World and Me* by Ta-Nehisi Coates
- *Race Matters* by Cornel West
- *Stamped* by Ibram Kendi
- *This Book is Anti-Racist: 20 Lessons on How to Wake Up, Take Action, and Do the Work* by Tiffany Jewell
- *What Doesn't Kill You Makes You Blacker: A Memoir in Essays* by Damon Young

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- *Dear Martin* by Nic Stone
 - *The Hate U Give* by Angie Thomas
 - *What Lane?* by Torrey Maldonado
 - An extensive list of social justice books for all ages can be found at this link:
https://socialjusticebooks.org/booklists/new/?fbclid=IwAR30V0088_lcgvzp7DoDvNASLClYc5AzTV1zA49gv2Y76dgZq93v1jadAlk

Perspective Taking

Video games

- Fair Play: <https://fairplaygame.org/>

Scenarios to work through with friends

Get into the habit of entering a room and thinking: “What does this look like to someone of color?”

Go through some of these scenarios and think of how you would respond:

<https://www.cambridgema.gov/-/media/Files/officeofthemayor/2019/deepmicroaggressionsworksheetsheetfilledin012619.pdf>

Journaling

- Scaffolded:
 - About experiences, from someone else’s perspective
 - Start with people you know well, slowly branch out
 - Later can imagine new scenarios

How to respond if you are the target of a microaggression

- Let it go
- Respond immediately
- Respond later
- Decide how much of an investment you want to make
 - Consider:
 - How do you feel?
 - How important is this response? This relationship?
 - How will it impact how you are perceived now or later?

Cultural Competency Trainings/Notable Resources

<https://nationalseedproject.org/about-us/about-seed>

<https://www.tolerance.org/>

<https://whitesconfrontingracism.org/>

Contributing more to Antiracist, strengthen understanding of racial justice in America

<http://www.raceinstitute.org/>

Another great resource for educators

<https://www.adl.org/education/resources/tools-and-strategies/anti-bias-tools-strategies>

<https://www.simplypsychology.org/implicit-bias.html>

<https://www.theemotionmachine.com/the-white-bear-problem-how-resisting-negative-thoughts-only-feeds-them-more/>