

# The World Needs To Overcome Bias



Upper Elementary Worksheet

## learn about it.

Biases get in the way of people relating to each other authentically.

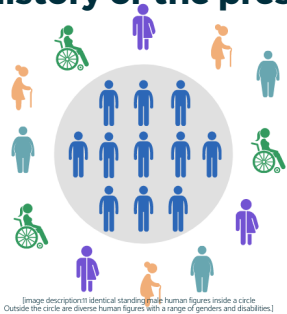
**The Ladder of Inference** tool helps us see how we move from the information that seems important to us when we encounter someone new all the way up to the actions we take.

Like Ezgi and Antonella with the dog, the information we pay attention to is driven by **beliefs** we already have about whole groups of people. If we can acknowledge the beliefs we have and where they came from, we can learn to become aware of how our biases shape what we pay attention to and recognize bias in ourselves and others. Then we can go looking for additional information that may challenge our beliefs and reduce our biases.

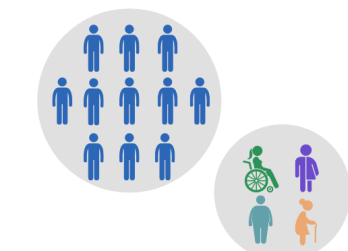
## think about it.

Biases show up in all aspects of society. Whether they are being carried out by an individual, an organization or business, or by an entire government, biases impact the way a society is structured. Often, these biases have implications for whether or not an individual or group of people can benefit from all that society has to offer.

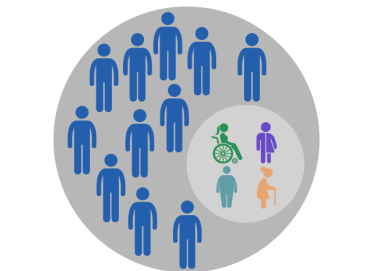
Below are four (4) models of how societies can be structured. **Give an example, either from history or the present, that represents each model.**



**Exclusion**



**Segregation**



**Integration**



**Inclusion**

**How do these models contribute to bias? How do biases reinforce these models?**

# The World Needs *To Overcome Bias*

Middle School/High School  
Worksheet

## talk about it.

Find a friend, classmate, or family member and discuss any of the following questions:

- We all make assumptions and draw conclusions that are based on a small amount of information. **How does thinking about Ezgi and Antonella's reactions to the dog help us understand how our beliefs about people limit what we see about them when we meet?**
- **Share about a time when you observed bias towards other groups of people.**
- The media sources we use play a role in confirming our biases. Sometimes the same exact event is described in different ways depending on the target audience. **Share some examples of how the media does this, and what we can do to decrease the influence the media has over our assumptions.**

## be about it!

Now it's time to take action. Using the SMARTIE goals framework below, **create two goals for celebrating differences**

- Goal #1: How will you take action to overcome bias in yourself?
- Goal #2: How will you take action to encourage others in your community (home, school, neighborhood) to celebrate differences?

	GOAL #1	GOAL #2
<b>Specific</b> What specifically do you want to do?		
<b>Measurable</b> How will you know when you've reached your goal?		
<b>Achievable</b> Is this goal within your power to accomplish?		
<b>Relevant</b> Is your goal aligned with the issue?		
<b>Time bound</b> When exactly do you want to accomplish this goal?		
<b>Inclusive</b> Does it bring in traditionally marginalized people?		
<b>Equitable</b> Does it acknowledge that systemic injustice, inequity and oppression exist?		