The background is a solid blue color. In the top-left and bottom-right corners, there are several overlapping, semi-transparent geometric shapes in shades of blue and orange, creating a modern, abstract design.

Creating Communities that Promote Belonging

Laconia School District
Diversity and Inclusion Task Force 2023



Defining

Diversity, Equity, and Inclusion



Diversity

Race

Religious-Beliefs

Gender

Sexual Orientation

Ethnicity

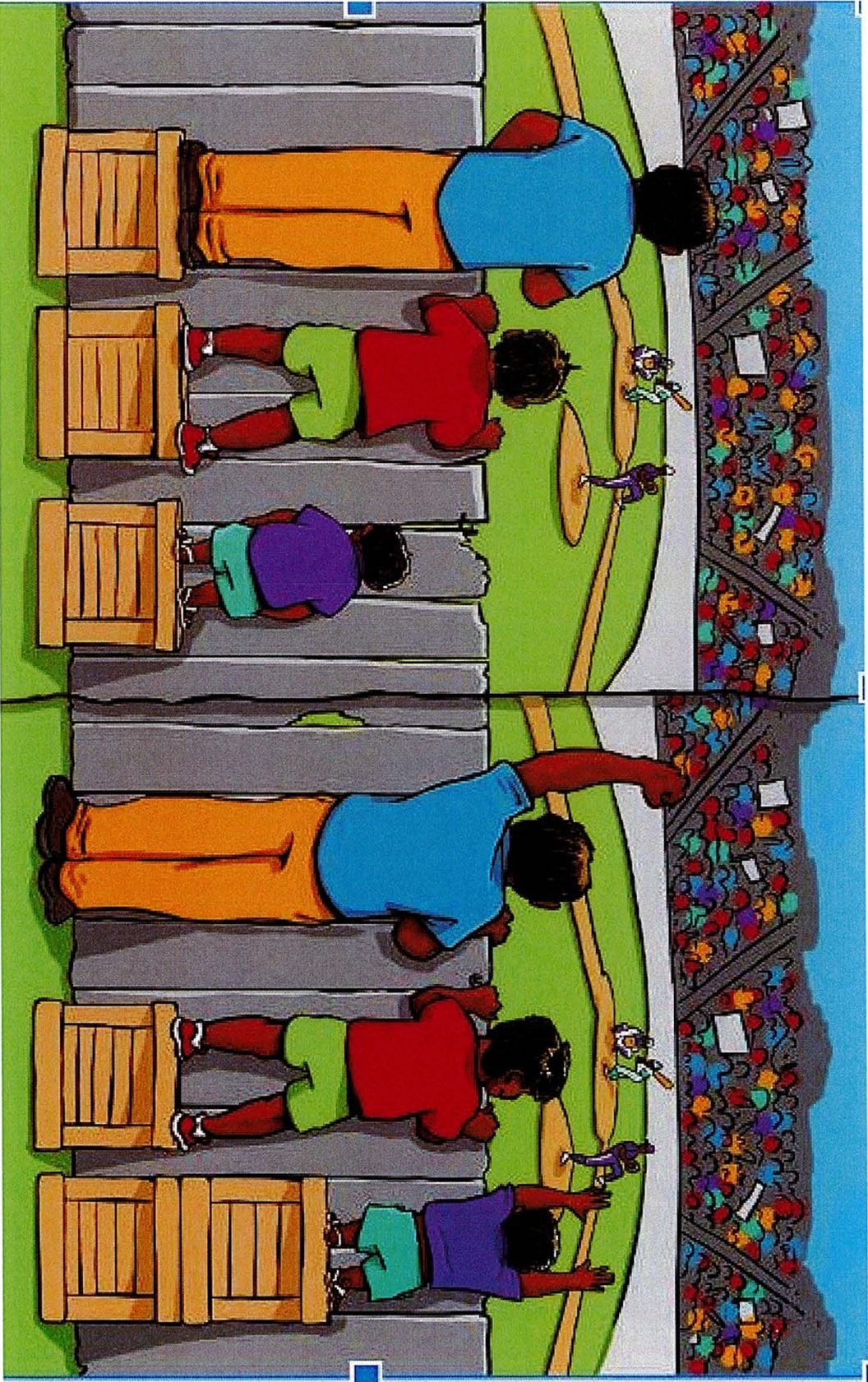
Socio-Economic

Physical-Abilities

Status

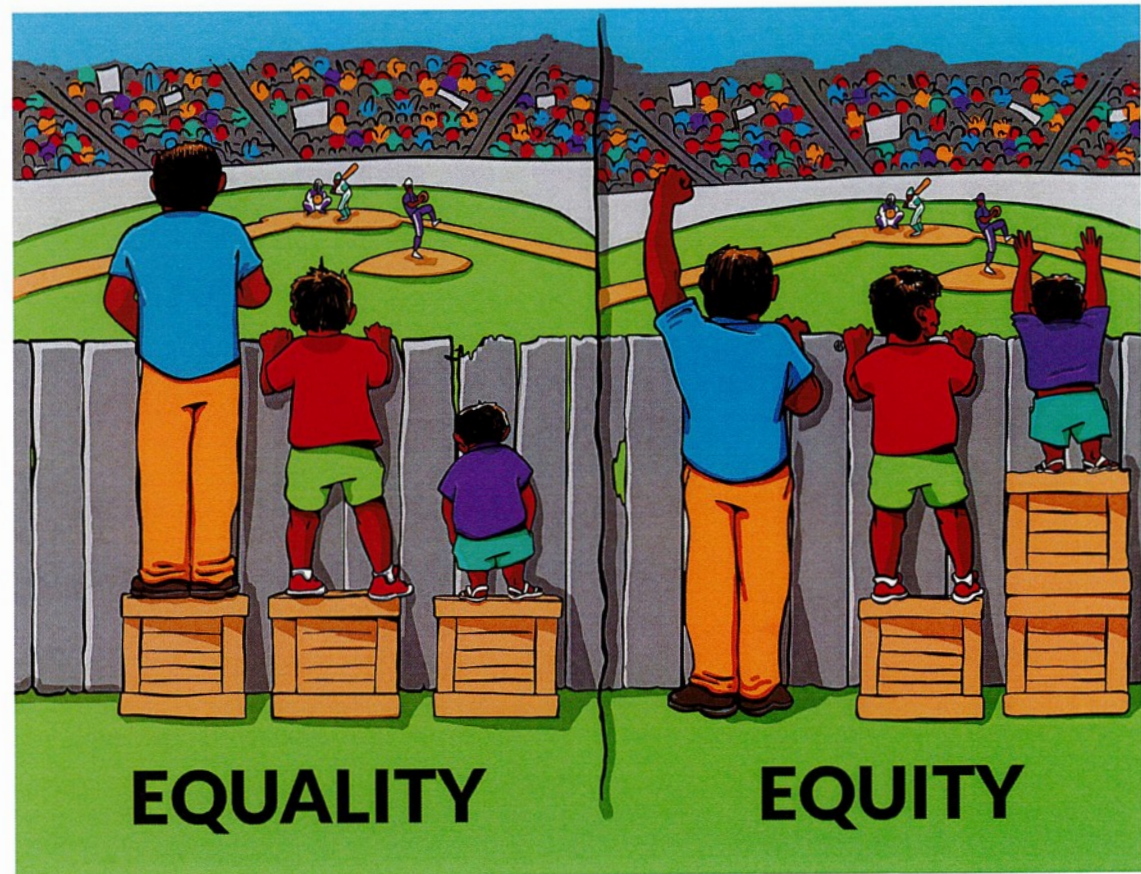
Age

Political-Beliefs



Equity

Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.






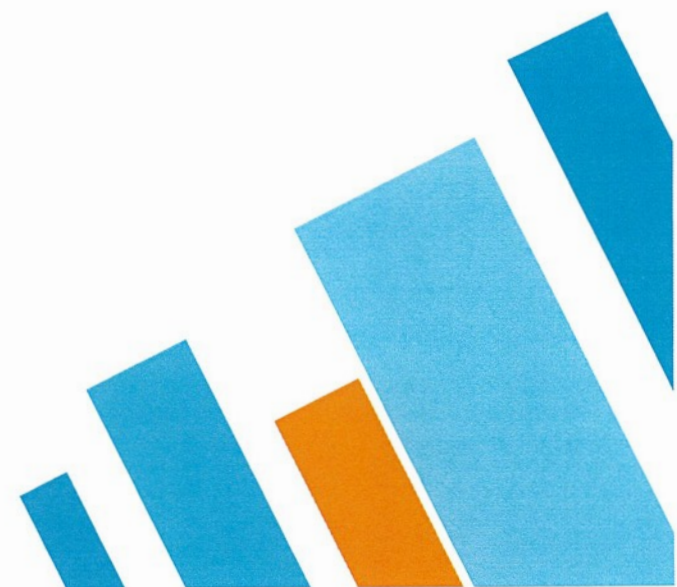
Inclusion

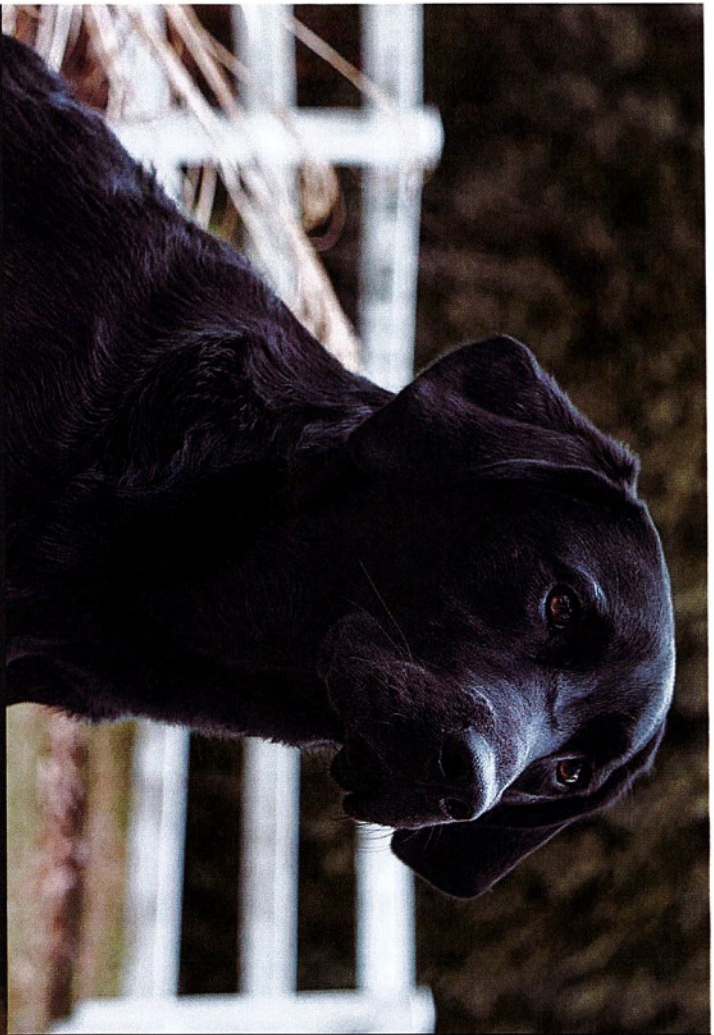


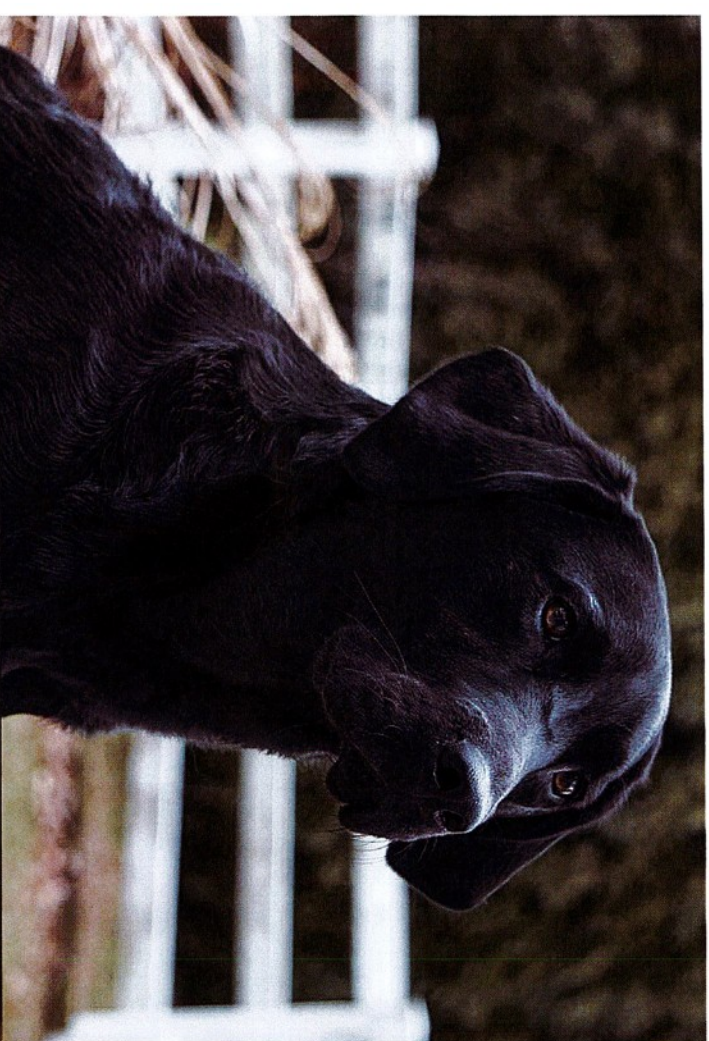
Authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power.



How do Diversity, Equity and Inclusion Impact Belonging?



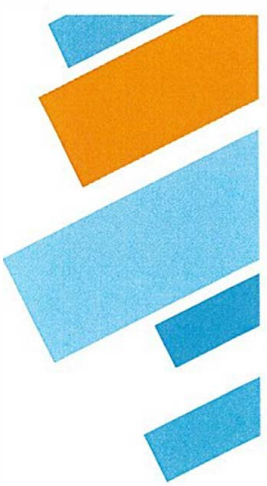




Attitudes or stereotypes that unconsciously affect our actions, decisions, and understandings.

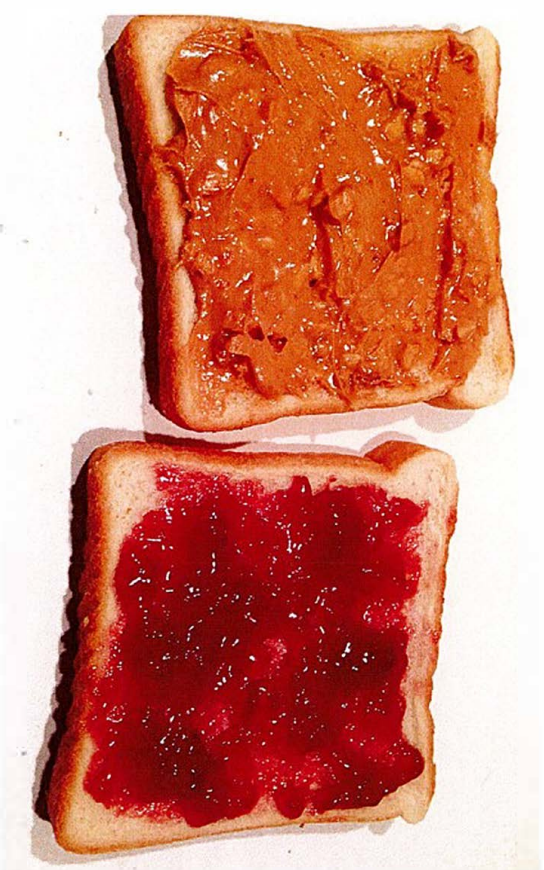
Defining Implicit Bias





Implicit Bias: Peanut Butter, Jelly, and Racism

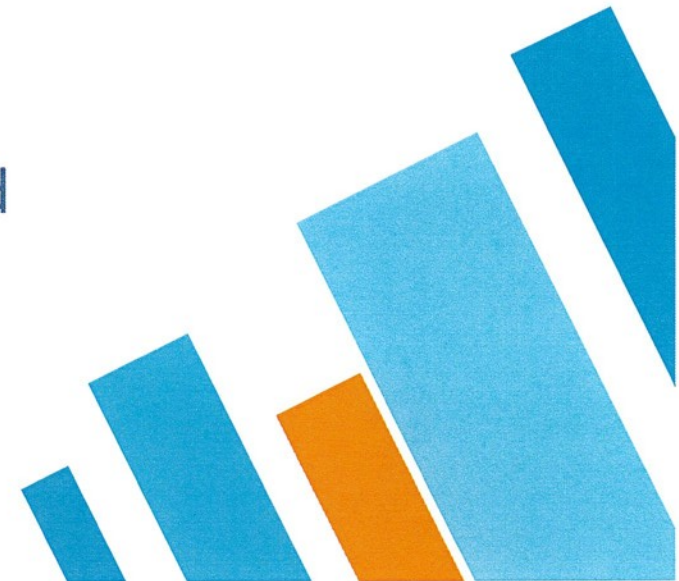
<https://www.pbs.org/video/pov-implicit-bias-peanut-butter-jelly-and-racism/>

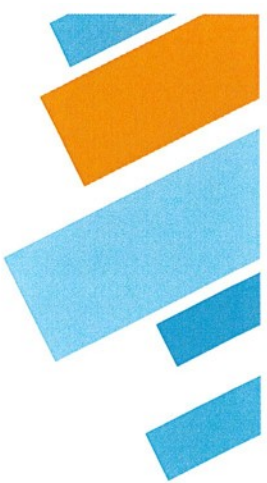




Implicit Bias

- Can be positive or negative
- Based on stereotypes
- Can lead to assuming and being dismissive
- Are pervasive — everyone has them
- Formed over a lifetime
- Are changeable over time - with intention and training
- Is “fundamental to the way we process the world”





Implicit Bias (cont..)

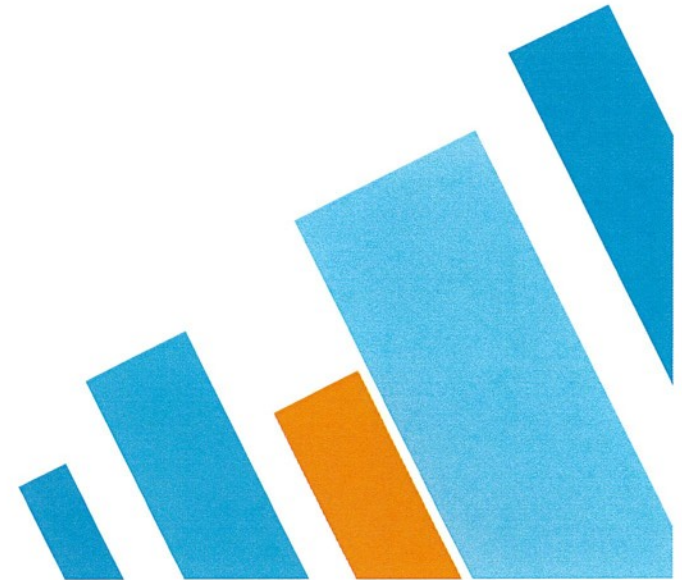
Does not necessarily mean an individual is prejudice or racist.



Types of Implicit Bias



- **Socioeconomic Status and Class**
- **Gender**
- **Race**
- **Ethnicity**
- **Language**



Impact of Implicit Bias on Students

Gender and Math

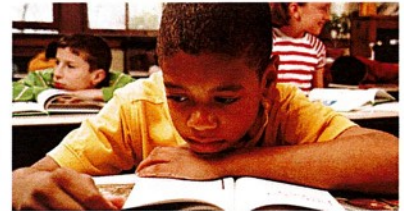


- » Math teachers were more likely to believe math is harder for white girls compared to white boys (Tiedemann, 2002; Riegle-Crumb & Humphries, 2012)
- » Math teacher stereotypes correlated to female students attending easier high school (Carlana, 2019)
- » Bigger differences in math scores between white boys and girls existed when students were assigned to teachers with strong gender bias (Carlana, 2019)
 - ◇ Girls underperformed
 - ◇ Girls self-selected into less rigorous high schools
 - ◇ Girls experiences lower self-esteem related into math ability

Impact of Implicit Bias on Students (Cont.)

Behavior

- » Black male children identified as needing more attention due to “challenging behaviors” ¹
- » Teachers were more likely to respond w/second infraction for black students compared to White students ²
- » Black and hispanic students receive more severe consequences than white students ³
- » Students with disability status more likely to receive harsher consequences when compared to students without a disability ³





Impact of Implicit Bias on Students (Cont.)

LGBTQ+ Students

- » LGBTQ+ students felt unsafe at school related to their sexual orientation (59.1%) and gender expression (42.5%)
- » 75.6% of students heard derogatory remarks (“fag”; “dyke”; “that’s so gay”)
 - ◇ 35.7% reported school staff present when remarks were made
 - ◇ 46.6% reported that staff did not intervene
- » 52.4% of students reported hearing teachers/staff make homophobic remarks
- » 66.7% of students reported hearing teachers/staff make negative comments about gender expression of student(s)

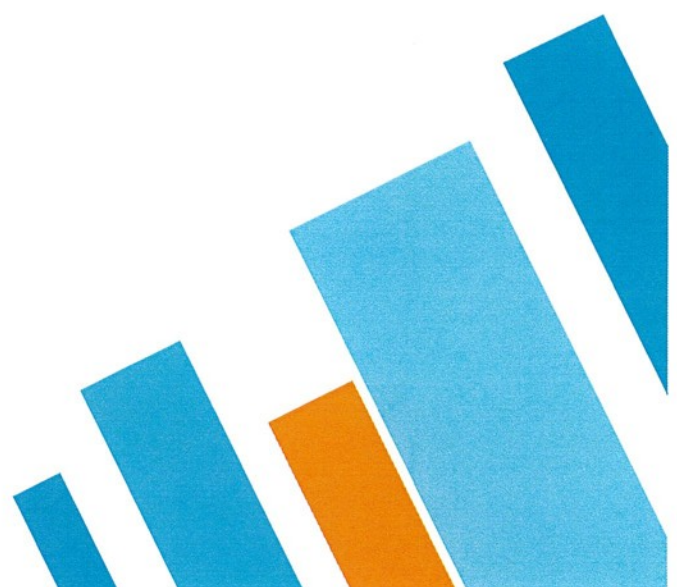
, Truong, & Zongram, 2019





What is Identity?

"The definition of identity is who you are, the way you think about yourself, the way you are viewed by the world and the characteristics that define you."



The Role of Identity

Because I'm Latino, I can't have money? - Kids on Race

<https://youtu.be/C6xSyRjdle8>