



Welcome

The New York City Department of Education (NYCDOE) is committed to ‘Advancing Equity Now’ through the meaningful development of each of its educators. Tens of thousands of educators, collectively shaping the lives of over 1.1 million students in the largest school system in the country, have begun connecting, sharing, and learning from one another through our Implicit Bias (IB) Awareness Workshop.

Our ambitious goal of reaching over 130,000 school-facing staff members is unprecedented in scope, yet represents just the **beginning of our collective journey** as a school system. This commitment will be realized by developing supportive and inclusive environments where students’ intellectual, social, and emotional well-being are safeguarded by every adult who comes in contact with students and families; especially by ensuring that students are nurtured in every aspect of their development.

The Implicit Bias Awareness Workshop, created by the Office of Equity and Access (OEA) with the support of nationally recognized Perception Institute, is the **foundational touch-point** of NYCDOE’s organizational priority of deepening and expanding our shared commitment to equity and excellence. The purpose of the day of learning is to build a shared understanding of key terms and definitions around implicit bias, reflect on the implicit biases that each of us holds, and actively practice strategies for mitigating the impacts of implicit bias and interrupting their effects on people, systems and structures, policies, and practices.

This guide is designed to serve as a tool to support your reflections on the foundational learning from the IB session. Included in this document are hands-on resources, activities, and protocols for deepening your individual practice and collective efficacy as school and district teams.

We are grateful to have your wisdom and ongoing dedication to the students of New York City Public Schools. Join us in continuing to use the lens of the ‘mirror’ in examining and interrogating how our own implicit biases, beliefs and assumptions impact outcomes and trajectories for each and every one of our 1.1 million students under our watch.

In deep appreciation,

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Implicit Bias Awareness and Equity Literacy

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