



Example 1: Race

Biases in the curriculum:

History books show white/ European dominant perspective only

Biases in school policies/ administration:

Students are not allowed to wear natural hairstyles such as afros or cornrows in school.

Biases toward teachers:

I noticed a couple of parents requested students to be changed from classes taught by African-American teachers.

Biases toward non-teaching staff:

Administrators and some teachers assume non-teaching staff who are not "white" don't speak English.

Biases toward guardians:

Some teachers are more likely to address the concerns of white parents, as opposed to those of parents of color. For instance, if parents of color express that they would like students to learn about structural and systemic inequalities around race in the United States, their requests are more likely to be dismissed.

Biases toward students:

Some teachers are disciplining African-American students more harshly.

Example 2: Gender and/or sexual orientation

Biases in the curriculum:

Literature books and classroom materials only present heteronormative and gender binary perspectives (i.e. heterosexual and masculine and feminine identities)

Biases in school policies/ administration:

Students are not allowed to use bathrooms consistent with their gender identity; they must use bathrooms consistent with their biological sex. This poses a particular problem for trans students in school.

Biases toward teachers:

Didn't notice any during my observation

Biases toward non-teaching staff:

I noticed some students making derogatory comments about the cafeteria staff being all women.

Biases toward guardians:

At prom, there is a mother-son and father-daughter dance, which is not inclusive of same-sex parents. For example, what happens when a lesbian couple have a daughter?

Biases toward students:

Most of the math team in school is male. I noticed teachers do not encourage girls and LGBTQIA+ students as much when it comes to math and science subjects. Also, one trans-student has specified their preferred pronoun, but some of his peers don't use that pronoun.