

5 Equitable Action Activities for Educators Using Social and Emotional Learning

1

SELF-AWARENESS

Equitable Action to Reduce Unconscious Bias:

Increase awareness of diverse social identities.

Recognize possible biases and explore constructive ways to overcome those biases.

Example Activity:

Have staff [read this article](#) and ask them to consider whether they hold negative stereotypes or unconscious bias. For example, are they prone to assume students who sag their pants are more likely to disrupt class? Talk through ways to identify and prevent unconscious bias.

2

SOCIAL AWARENESS

Equitable Action to Reduce Unconscious Bias:

Research different cultures and learn why diversity exists.

Example Activity:

Share [Dr. Melissa Crum's TEDx Talk](#) with your staff to explore the learning experiences of African-American youth and ways educators can reduce bias and disproportionate discipline.

3

SELF-MANAGEMENT

Equitable Action to Reduce Unconscious Bias:

Understand and learn about equitable behaviors as a first step to managing one's behavior.

Learn strategies for coping with stress caused by discrimination or prejudice.

Example Activity:

Involve your staff in the process of creating school norms and rules around disciplinary action. Address unconscious bias and build in checks and balances to ensure all students are treated fairly.

4

RELATIONSHIP SKILLS

Equitable Action to Reduce Unconscious Bias:

Build relationships with diverse individuals and groups.

Example Activity:

Encourage staff to build relationships with diverse individuals in low-stakes settings, such as volunteering activities or multicultural networking events.

5

DECISION-MAKING

Equitable Action to Reduce Unconscious Bias:

Strive to build inclusivity and define mutually beneficial solutions.

Consider how decisions affect others.

Example Activity:

Encourage educators to [reflect](#) on how a suspension or expulsion might affect a student's future. Set a school or district goal to decrease disciplinary referrals by a certain percent.