

KEY TERMS AND DEFINITIONS



MANAGING THE IMPACT OF BIAS



ASSET-BASED MINDSET

An approach that focuses on strengths and not deficits. Individuals with an asset-based mindset view diversity in thought, culture, and traits as valuable additions to the educational community and not as problems or detriments to success (Alim & Paris, 2017).

BELONGING

The feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group. It extends beyond being welcomed but is the genuine sense of being known, heard, and valued (Malone, 2022).

BIAS

A thought or belief about a group or individual that can be either positive or negative (University of Pittsburgh, 2022).

CULTURAL NORMS

Rules or expectations of behaviors and thoughts within a specific social or cultural group that govern what are believed to be acceptable or unacceptable behaviors (National Academies of Sciences, Engineering, and Medicine, 2018).

EMPATHY

The ability to imagine what something might feel like for someone who experiences the world in a different way than you do. It involves showing sensitivity and responding to another's thoughts, feelings, and experiences as though you were experiencing them yourself (Cornell University, 2022).

IMPLICIT BIAS

Also known as unconscious or hidden bias, an unconscious thought, belief, or stereotype about individuals or groups. Everyone forms implicit biases as our brains seek to find patterns based on our own identity, past experiences in social situations, media exposure, and cultural upbringing. Implicit biases differ from explicit biases and conscious prejudices, which are intentional. Although we may not be mindful of our negative implicit biases, there are ways to increase our awareness and reduce the unintended negative impact on others (Cherry, 2020).

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