



Project Implicit

Explore the Stories that We Tell Ourselves Brainstorming & Implementation Questions

Using Stories as Shortcuts

We all use shortcuts to help us make sense of the world and the people we encounter in it. Take a moment to think about the shortcuts that you may have activated and/or applied during the last week.

- Do you consider some people “safer” than others?
- How does someone’s physical appearance influence your thoughts about them?
- Are some people more likely to look “smarter” or more “professional” in your eyes?
- How do you think that information became available to you?

Mitigating the Impact of Stereotype & Stereotype Threat

Hold High Standards & Offer Assurance

- Where are there opportunities for you to hold high standards and offer assurance?
- What other opportunities *outside* of grading or evaluation do you have to build trust and motivation with your students?

Growth Mindset

- Do you typically operate in a growth or fixed mindset?
- How will you help your students cultivate a growth mindset?
- How will you explain the benefits of a growth mindset to a skeptical member of your staff or faculty?

Reframe the Narrative to Create Belonging

- How will you ease stereotype threat for students who feel isolated or like they don’t fit in?
- How will you coach your teachers and staff to create inclusive spaces where all students and their families are welcome?
- How will you measure and evaluate feelings of social belonging and ambient belonging?

Affirm Multiple Identities

- How will you ensure that your community values the experience of group diversity and identity affirmation as integral, not marginal or optional, to a student’s education?
- How will you collaborate with school leadership to create a shared understanding of diversity, inclusion, and belonging?
- What goals have you set, and how will you know when you have met them?