LAND ACKNOWLEDGEMENT
WHY?

“Doctrine of Discovery”
History
Repair
Support
Remember
Opening the space
Inspire
A LITTLE BIT

ABOUT

me...
Internal

Bias

Stereotypes

Institutional

History

Ideology

Systems of Oppression
Bias
Explicit Bias and Implicit Bias
Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

- Pervasive. Everyone possesses them
- Malleable. Can be unlearned.
- Related but distinct from explicit biases
- Do not necessarily align with core beliefs
- Usually favor our own ingroup
They're not too young to talk about race!

Young children notice and think about race. Adults often worry that talking about race will encourage racial bias in children, but the opposite is true. Silence about race reinforces racism by letting children draw their own conclusions based on what they see. Teachers and families can play a powerful role in helping children of all ages develop positive attitudes about race and diversity and skills to promote a more just future—but only if we talk about it!

Do some learning of your own to get ready for conversations with children. Here are some good places to seek information and training:

- Teaching Tolerance — tolerance.org
- Raising Race Conscious Children — raceconscious.org
- Embrace Race — embracerace.org
- Teaching for Change — teachingforchange.org
- AORTA Cooperative — aorta.coop
- Fortify Community Health (CA) — fortifylearning@gmail.com
- Delaware Valley Assoc. for the Education of Young Children (PA) — dveyce.org

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HOW DOES BIAS AFFECT OUR ACTIONS?

- Our Perception
- Our Attitude
- Our Behaviors
- Our Attention
- Our Listening Skills
- Our Micro-affirmations and Microaggressions
“Tug on anything at all and you'll find it connected to everything else in the universe.”

John Muir
Preservationist, Naturalist, Author
Teddy Roosevelt
26th president known for his rousing speeches, informative books, and witty letters

"Believe you can and you're halfway there."
Years ago, we couldn’t stay at hotels. You couldn’t go to the diners. You have to go around. Negros only, Whites only. So it has to, you are right [about the origin of recreation culture] ...it has the root, right? So where you might have Caucasians, they can go anywhere they wanna go and enjoy whatever they wanna enjoy, Negros couldn’t ...That culture was, well, it was embedded in us, all right? Maybe that’s all we thought we can do. And we feel, well, say stay home, right? So we don’t have to deal with it [racism].

History, Lack of Park-Going Culture Among Reasons for African Americans’ Under-Representation at National, State