

A person stands on a rocky peak, looking out over a vast, dense forest landscape. The scene is captured from a high angle, showing the person's silhouette against the bright, sunlit trees. The forest is a mix of green and brown, suggesting a mix of tree types and possibly some snow or light-colored soil in the distance. The overall mood is contemplative and majestic.

LAND ACKNOWLEDGEMENT

WHY?

“Doctrine of Discovery”

History

Repair

Support

Remember

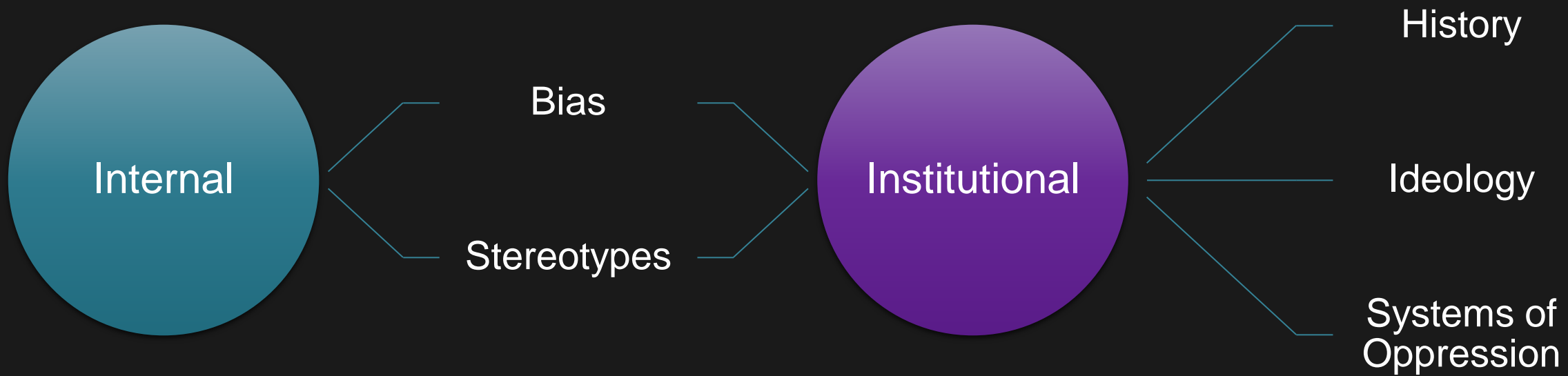
Opening the space

Inspire

A LITTLE BIT

ABOUT

me...



A word cloud shaped like a brain, composed of the words "Bias" and "Biased" in various colors (blue, orange, purple) and sizes. The word "Bias" is the most prominent, appearing in the largest font size in the center. "Biased" is also prominent, appearing in various sizes around the perimeter. The words are arranged to form the outline and internal structure of a brain, with "Bias" and "Biased" repeated many times in different orientations and colors.

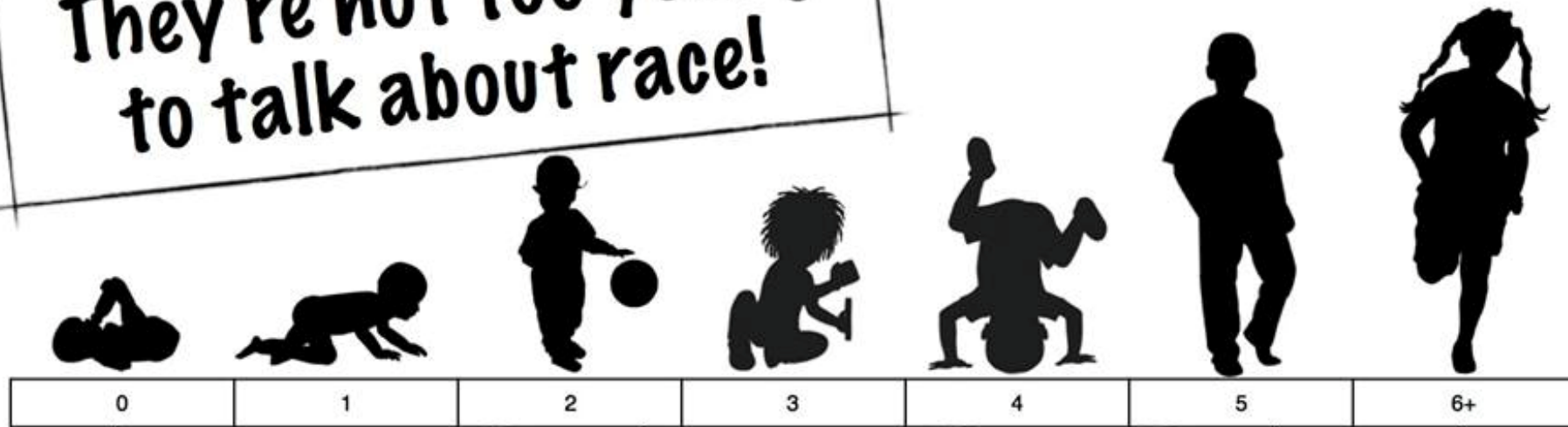
Explicit Bias and Implicit Bias

UNDERSTANDING 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!



At birth, babies look equally at faces of all races. At 3 months, babies look more at faces that match the race of their caregivers. (Kelly et al. 2005)

Children as young as two years use race to reason about people's behaviors. (Hirschfeld, 2008)

By 30 months, most children use race to choose playmates. (Katz & Kofkin, 1997)

Expressions of racial prejudice often peak at ages 4 and 5. (Aboud, 2008)

By five, Black and Latinx children in research settings show no preference toward their own groups compared to Whites; White children at this age remain strongly biased in favor of whiteness. (Dunham et al., 2008)

By kindergarten, children show many of the same racial attitudes that adults in our culture hold—they have already learned to associate some groups with higher status than others. (Kinzler, 2016)

Explicit conversations with 5–7 year olds about interracial friendship can dramatically improve their racial attitudes in as little as a single week. (Bronson & Merryman, 2009)

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) — fortifycommunityhealth@gmail.com
- Delaware Valley Assoc. for the Education of Young Children (PA) — dvaevc.org



HOW DOES BIAS AFFECT OUR ACTIONS?

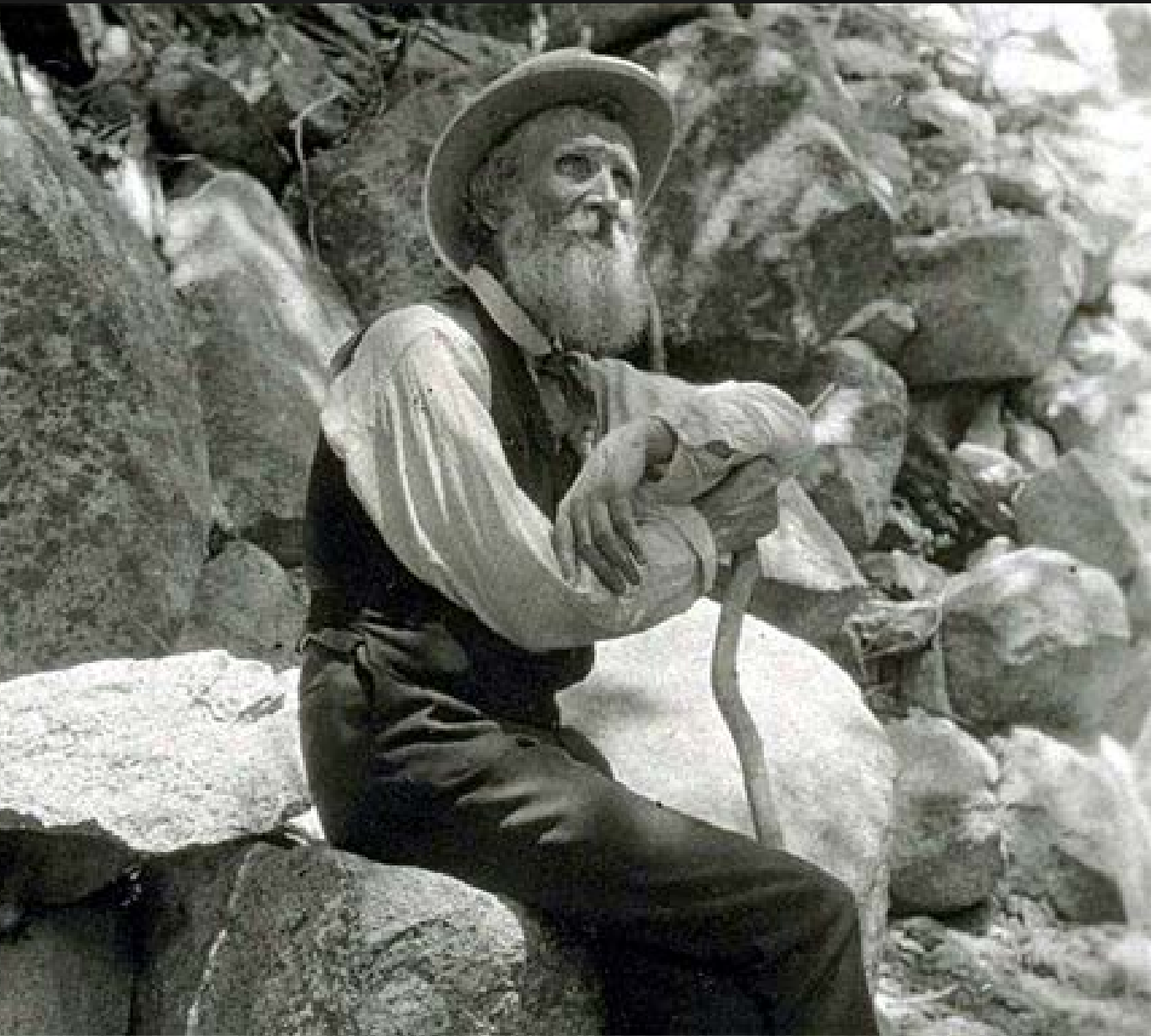
- **Our Perception**
- **Our Attitude**
- **Our Behaviors**
- **Our Attention**
- **Our Listening Skills**
- **Our Micro-affirmations and Microaggressions**



HISTORY



**THE NATIONAL
PARKS:
AMERICA'S BEST
IDEA**



John Muir

Preservationist,
Naturalist, Author

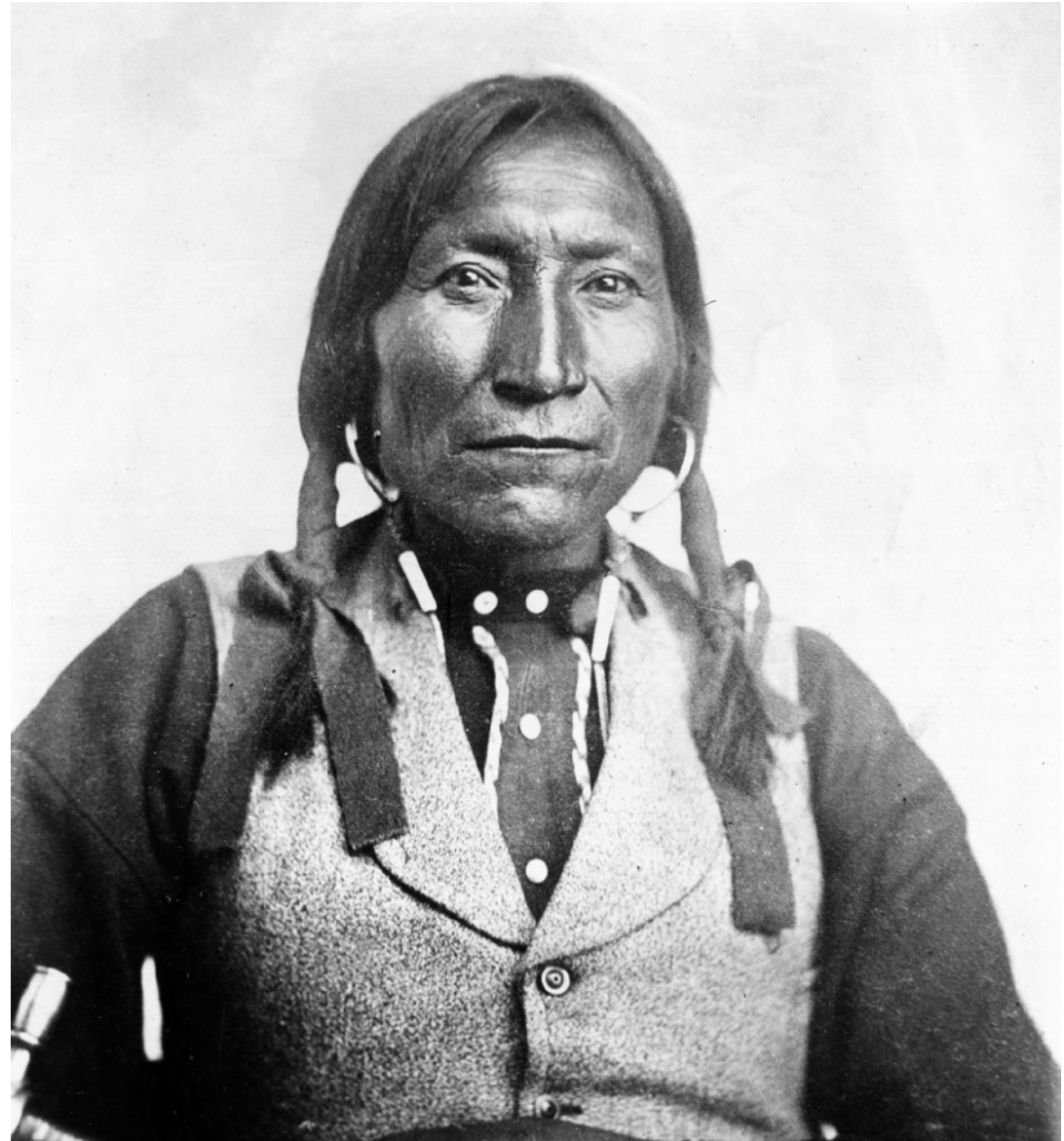
“Tug on anything at all
and you'll find it
connected to everything
else in the universe.”



Teddy Roosevelt

26th president known
for his rousing
speeches,
informative books,
and witty letters

"Believe you can and
you're halfway there."





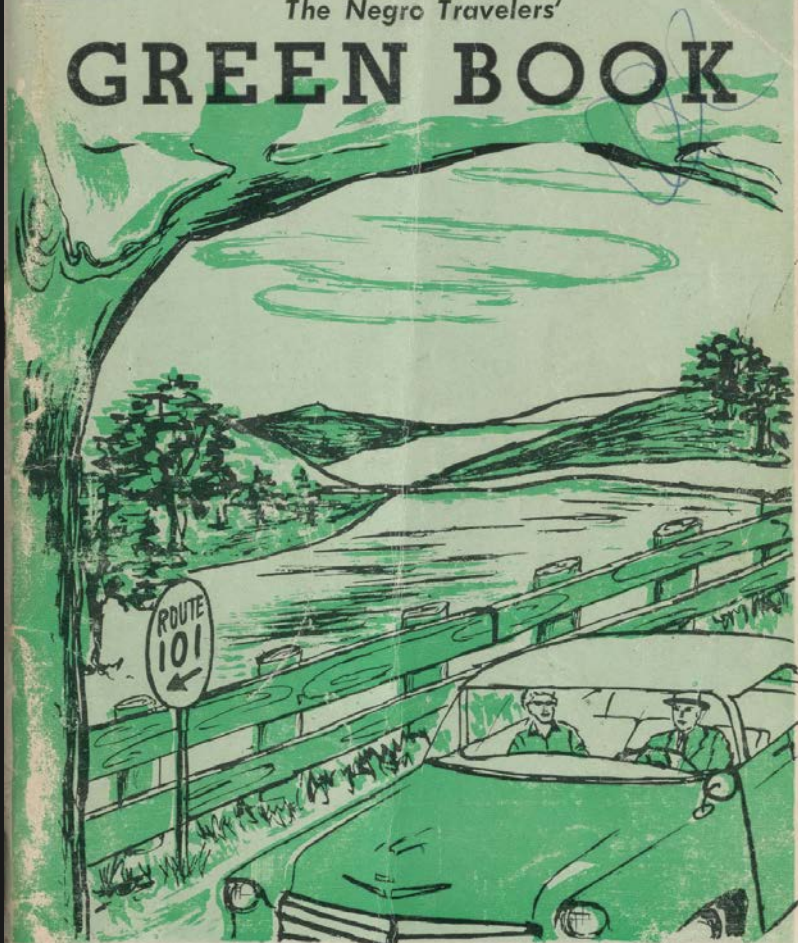


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1947

1954

1963

Introduction by

HENRY LOUIS GATES, JR.

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



SUMMARY

