

For Teachers: Bias Awareness Scale

What does this SSW measure address?

Awareness of one's potential bias against Blacks.

For use with:

School Personnel

BIAS AWARENESS:

Racial biases toward Blacks are virtually impossible to avoid in the United States because of the prevalence of negative racial messaging in American culture. The definition of Bias Awareness reflected in this scale includes an individual's awareness of and worry about holding negative attitudes or acting in a prejudicial way toward black people.



Why is it important?

Biases in schools and classrooms can have a wide range of negative effects on students of color, including their self-esteem, school engagement, sense of belonging, trust of teachers, and academic achievement. Becoming aware of biases is the first step toward reducing them and their harmful effects on interactions with Black students, caregivers, and professional colleagues. The schoolsuccessprofile.net Best Practices database contains strategies for reducing biases and for interrupting their potential negative effects on decision-making, especially on decisions about exclusionary discipline.

Scoring:

The scale has four items, each with a range of responses from 1 to 7. Response options range from Strongly Disagree to Strongly Agree. Higher scores indicate more Bias Awareness. To create scores:

1. First, reverse the scores on the fourth item (because higher scores indicate *less* awareness).
7 = 1, 6 = 2, 5 = 3, 4 = 4, 3 = 5, 2 = 6, and 1 = 7.
2. Then add up the scores for the four items for a total Bias Awareness score ranging from 1 to 49; higher scores indicate more awareness and concern about biases.

Higher scores on the Bias Awareness Scale are an indication not only that they would benefit from bias reduction strategies, but also that they may be open to engaging in bias reduction strategies.

What do researchers say about the quality of the scale?

Based on three studies and four samples, the researchers claim the scale demonstrated good reliability and validity. Its value may be primarily in its ability to identify individuals who are open to bias reduction training.

Source: Perry, S. P., Murphy, M. C., & Dovidio, J. F. (2015). Modern prejudice: Subtle, but unconscious? The role of Bias Awareness in Whites' perceptions of personal and others' biases. *Journal of Experimental Social Psychology*, Vol 61, 64-78. doi: <https://dx.doi.org/10.1016/j.jesp.2015.06.007>

MEASURES FOR PRACTICE

For Teachers: Bias Awareness Scale

Circle the number that best describes you.

Statement	Strongly Disagree	Somewhat Disagree	Disagree	Neutral	Agree	Somewhat Agree	Strongly Agree
1. Even though I know it's not appropriate, I sometimes feel that I hold unconscious negative attitudes toward black people.	1	2	3	4	5	6	7
2. When talking to black people, I sometimes worry that I am unintentionally acting in a prejudiced way.	1	2	3	4	5	6	7
3. Even though I like black people, I still worry that I have unconscious bias toward black people.	1	2	3	4	5	6	7
4. I never worry that I may be acting in a subtly prejudiced way toward black people.	1	2	3	4	5	6	7