

CONSIDERATIONS AFTER INCIDENTS OF BIAS

To help support those administrators, educators, staff, and students, the Virginia Center for Inclusive Communities offers these questions and areas of focus that we utilize after incidents of bias or conflict.

- ***Who was targeted in this event?***
 - How can your school provide immediate support the targeted individual or groups?
- ***Who was a witness or bystander to this event?***
 - How can your school provide immediate support to those people?
- ***Who perpetrated the event?***
 - What will your school do to immediately communicate with that person or group, and how can you help them to understand the impact, harm, and consequences of their actions?
- ***What communication regarding this event needs to go to:***
 - Parents and families?
 - Other students?
 - Teachers?
- ***How will clear expectations and policies be communicated to teachers about how to address this incident in the classroom?***
 - We also suggest similar considerations for non-teacher staff including counselors, food service workers, custodians, bus drivers, coaches, etc.
- ***What immediate actions, events, or activities need to happen in your school to repair the harm?***
- ***What long-term actions, policies, or practices can happen in your school to prevent events like this from happening again in the future?***