

Considerations After Incidents of Bias

To help support 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 the event?

- How can your school provide immediate support the targeted individual or groups?
- How can the needs and priorities of the target(s) be centered in the school's response?

Who was a witness or bystander to the event?

- How can your school provide immediate support to those individuals?
- What perspective(s) might they have that need to be considered in developing a comprehensive response?

Who perpetrated the event?

- What will your school do to immediately communicate with that person or group?
- How can you help them to understand the impact, harm, and consequences of their actions?

What urgent communication regarding this event needs to go to:

- Parents and families?
- Teachers?
- Other students?
- Other employees?

How will clear expectations and policies be communicated to teachers about how to address this incident in the classroom?

- What messaging needs to go to non-teaching employees including counselors, food service employees, custodians, bus drivers, coaches, etc.?

What immediate actions, events, or activities need to happen in your school to repair the harm?

- How can various stakeholder groups be included in developing the response?

What long-term actions, policies, or practices can happen in your school to prevent events like this from happening again in the future?