

Considerations After Incidents of Bias

K - 12 SCHOOLS



VIRGINIA CENTER FOR
INCLUSIVE
COMMUNITIES

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

What policies and practices are in place related to responding to bias?

- What is your non-discrimination policy? What is your building-level practice regarding this policy?
- What school or department leaders are involved in bias responses? Who else may need to be involved?
- What practices have been engaged in the past in response to bias? What were the benefits and drawbacks to that approach?

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 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?

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?

What communication needs to be developed and shared?

- 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 action(s) need to be taken?

- 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?
- How can various stakeholder groups be included in developing the response?
Consider engaging with student organizations, faculty leadership bodies, etc.