# Handout #6: Conflict Sensitive Practices for Domain 4: Teachers and Other Education Personnel

**Instructions:**

1. Working on your own, explore how effective you are at promoting a bias free education by answering the following questions. (5 minutes)
2. When you are finished, find a partner to discuss your reflections. You may use the following questions as a guide for your discussion. (10 minutes)
   1. How did your perception of your own bias change after finishing the activity?
   2. How could a tool like this be useful in your work when supporting teachers and other education personnel?
   3. Why is it important for both recruiters of teachers and other education personnel to be aware of their own bias?
   4. What changes would you make to the tool to adapt it to your own context?

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| **How effective are you at promoting a bias-free education environment?** | **I haven’t thought about this** | **I do this sometimes** | **I do this most of the time** |
| 1. Have you recently taken action to increase your understanding of the particular hopes, needs and concerns of students and families from the different cultures that make up school community in your working context? |  |  |  |
| 2. Have you participated in any training opportunities to enhance your understanding of the complex characteristics of racial, ethnic and cultural groups in your working context? |  |  |  |
| 3. Do you try to listen with an open mind to all students, teachers and education actor colleagues, even when you don’t understand their perspectives or agree with what they’re saying? |  |  |  |
| 4. Have you taken specific actions to dispel misconceptions, stereotypes or prejudices that members of one group have about members of another group in your working context? |  |  |  |
| 5. Do you strive to avoid actions that might be offensive to members of other groups in your working context? |  |  |  |
| 6. Do you discourage patterns of informal discrimination, segregation or exclusion of members of particular groups from teacher organizations, parent teacher associations, and your organizations staff? |  |  |  |
| 7. Do you advocate for education materials that reflect the experiences and perspectives of the cultural groups that exist in your education programming context? |  |  |  |
| 8. Have you evaluated learning materials supported by your organization to ensure they do not reinforce stereotypes and that they provide fair and appropriate treatment of all groups in the education community? |  |  |  |
| 9. Is there a question relevant to your specific context of work that you would like to add? |  |  |  |