## Check your Bias at the Door: Before You Work With Youth

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Understanding
Bias:
Why it Matters
for Youth Justice
Work

Types of Bias

- \*Affinity
- \*Confirmation
- \*Halo Effect
- \*Horns Effect

## Types of Microaggressio ns

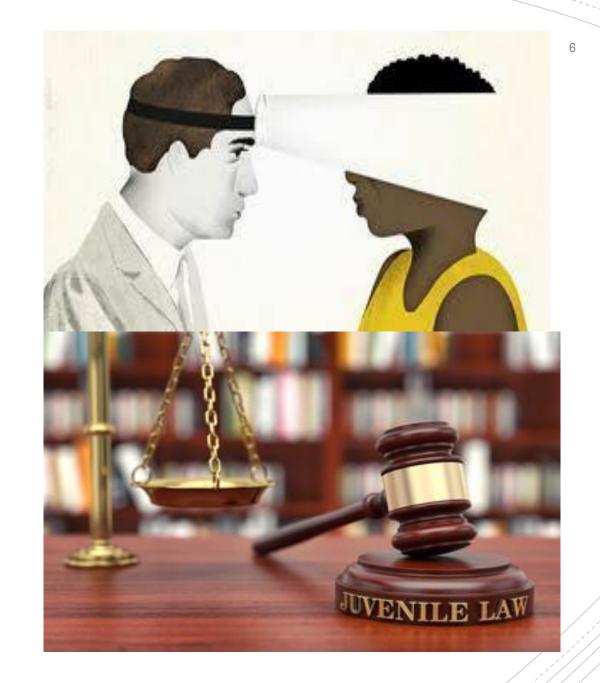
- Microassault
- Microinsult
- Microinvalidation

- Microagression in Action
  - Examples
  - Addressing Microaggressions

Microagressio ns are Like Mosquitoes

https://www.youtube.com/watch?v=emz49wSnNcs

When Microaggressions are present, punishment is inequitable



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Recognizing the impact of ethnic and racial disparities





## General Discussion

## Resources

- National Juvenile Justice Network
- Center for Juvenile Justice Reform
- The Policy Link
- Office of Juvenile Justice and Delinquency Prevention
- American Psychological Association: Equity, Diversity, and Inclusion, Inclusive Language Guidelines

https://www.apa.org/about/apa/equity-diversity-inclusion/language-quidelines.pdf

Thank You!

eliminating racism empowering women **YVVCa** 

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