

# 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 Microaggressions

- Microassault
- Microinsult
- Microinvalidation
  
- Microaggression in Action
  - Examples
  - Addressing Microaggressions

# Microaggressions are Like Mosquitoes

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

When  
Microaggressions  
are present,  
punishment is  
inequitable



# Recognizing the impact of ethnic and racial disparities



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# 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-guidelines.pdf>

Thank You!

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**eliminating racism  
empowering women**

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