## Introduction to Implicit Bias in the Hiring and Selection Process Video Activity:

## Reflect on Bias-Based Beliefs

Each of the bias-based beliefs (affinity, horn/halo, cultural fit, attribution, perception, color-evasiveness, deficit-thinking, and poverty disciplining) impact our systems on its own and in connection with the other beliefs. [Watch the video](https://portal.ct.gov/sde/talent_office/workforce-diversity/diversity-training-guide-for-hiring-recruiting-diverse-educators) and answer the following:

### Consider where these bias-based beliefs show up within your school or district’s hiring process.

[Enter your response]

### What core tension(s) (personal, structural, strategic) do you experience as you reflect on the bias-based beliefs? How might you address these tensions for yourself an as an educator?

[Enter your response]

### How can you mitigate and address these bias-based beliefs in your hiring process? What can you do as an individual to counteract these beliefs with your staff?

[Enter your response]