



**FIFTH ANNUAL SYMPOSIUM ON FAIRNESS & EQUITY
ISSUES IN CHILD WELFARE TRAINING AND EDUCATION**

Regional Panel Presentation

Examining the Origins of Bias

Contra Costa County and Bay Area Academy

Jeri Smith, *Contra Costa County*

Summary of Presentation

April 13, 2007

Dr. Jeri Smith of Contra Costa County conducted an interactive activity to allow participants to explore the origins of some of their personal biases. Prior to engaging in the exercise, Dr. Smith presented a definition of bias and asked audience members to offer their own concepts. Dr. Smith maintains that being aware of one's biases, and thinking about their origins, are equally important.

Participants worked in small table groups to discuss how their childhood experiences influence the shaping of biases they hold as adults. Details about the activity and how it is conducted are provided through the link below.