



UNITED STATES DEPARTMENT OF EDUCATION

The U.S. Department of Education (ED) specifically focuses on **implicit individual bias** through their Fellowship for Race and Equity in Education (FREE). The goal of this program is to build individual and collective will to interrupt racial inequalities within the American education system.

This organization has several trainings that address **implicit institutional bias** as well. For example, all employees are required to complete mandatory EEO and Diversity trainings biennially. Additionally, the Office of Human Resources, Learning and Development Division launched a training course known as Supervisory Essentials-which provides training on unconscious biases in the workplace. The Department also revitalized its Diversity and Inclusion Council in late 2014, and is now analyzing various data surrounding recruiting, hiring, training, promotion, and retention activities that assure equal opportunity to all employees. Other methods include the Employee Viewpoint Survey, new policies and strategies surrounding D&I for all levels of employees, and supporting the many affinity groups within the Department.

ED has outlined **explicit** practices as well. Some of these include Secretary level messages that address equity at every stage of the organization, and conversations that raise awareness on race relations and inclusiveness at the Department. Other efforts include the Office of Communications and Outreach, and their Special Projects Team that coordinates with other agencies on policies and programs; annual EEO evaluation reports, annual EEO statistical reports of discrimination complaints, and EEO program status reports.

The Department does not report any **explicit** practices for **Federally funded Institutions of Higher Education**; however, their **implicit individual** activities has a [Practice Guide: Encouraging Girls in Math and Science](#). The goal of this practice is to formulate specific and coherent evidence-based recommendations that educators can use to encourage girls in the fields of math and science.

Their **implicit institutional** program includes the [Pathways to the Education Sciences Research Training Program](#), which funds innovative training programs that promote diversity and prepare underrepresented students for doctoral study in education research. This program targets racial and ethnic minorities, first-generation college students, economically disadvantaged students, veterans, and students with disabilities.

In addition, for the implicit institutional bias for Federally Institutions of Higher Education, ED's Office for Civil Rights (OCR) provides compliance and technical assistance to assist schools in their STEM departments as needed. For example, in October 2012 OCR released a PowerPoint presentation on Title IX and access to courses and programs in STEM, which discusses implicit bias, among other topics. In terms of explicit bias, individuals who work or attend institutions that receive Federal financial assistance from ED may file a Federal complaint of discrimination directly with OCR.