School Counselors Addressing Racism and Bias

**School Counselor Roles in Addressing Racism and Bias**

<table>
<thead>
<tr>
<th>Role</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Lead development of programs</td>
<td>44%</td>
</tr>
<tr>
<td>Conduct direct interventions</td>
<td>54%</td>
</tr>
<tr>
<td>Provide individual counseling</td>
<td>68%</td>
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<tr>
<td>Provide classroom lessons</td>
<td>51%</td>
</tr>
<tr>
<td>Identify and advocate to revise or remove policies that disproportionately affect students of color</td>
<td>37%</td>
</tr>
<tr>
<td>Review disproportionality data with administrators</td>
<td>32%</td>
</tr>
</tbody>
</table>

**Effectiveness of Programs in Improving Student Understanding of Racism and Bias**

- Extremely effective: 2%
- Effective: 21%
- Somewhat effective: 60%
- Not effective: 17%

- 62% say their schools have a system for reporting hate and bias incidents
- 64% feel extremely supported/supported by administration in addressing racism and bias
- 45% lack DEI curriculum/resources
- 44% lead development of programs
- 54% conduct direct interventions
- 68% provide individual counseling
- 51% provide classroom lessons
- 37% identify and advocate to revise or remove policies that disproportionately affect students of color
- 32% review disproportionality data with administrators
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