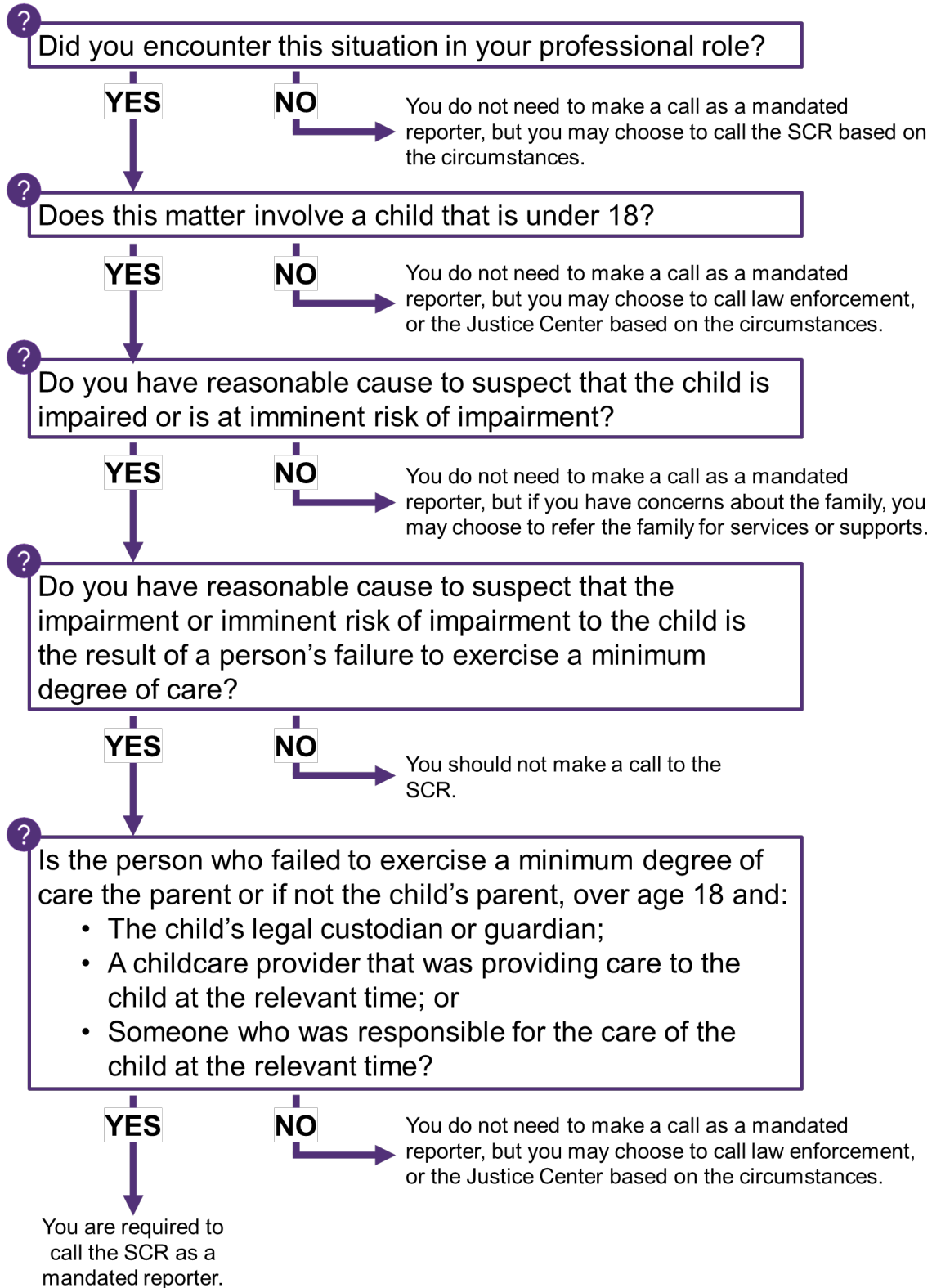


Mandated Reporter Decision Tree

Use the below to determine if you should make a call to the SCR. Remember that as a mandated reporter you should answer the questions in the decision tree based on objective facts and information. Please assess whether your own biases may be impacting your answers by reviewing the reflection question on the other side of this page.



Assessing for Bias in Decision-Making

Each assessment made by a mandated reporter regarding whether to call the SCR can change the course of the life of a child and the members of a family. It is important to be aware of the propensity for implicit or explicit bias and to be intentional about making decisions based on the objective facts of a situation.

One proven strategy to mitigate bias is to examine whether the facts of the situation would lead you to the same decision to call the SCR if the demographic information for the child or family were different.

For example, would you make the same decision to call if any of the following were different? The child or family's:

- Race?
- Ethnicity?
- Gender?
- Gender identity?
- Sexual orientation or expression?
- Religion?
- Immigration status?
- Primary spoken language?
- Culture?
- Age?
- Neighborhood where they reside?
- Presence of a disability?
- Occupation?
- Socio-economic status?

If you answered yes to any of those questions, bias may be impacting your decision to make the call.

If you are interested in learning more about what feeds into implicit bias, Harvard University has developed the Implicit Association Test (IAT). You can access a variety of IAT tests here:

<https://implicit.harvard.edu/implicit/takeatest.html>

