



Adultification Bias Training



for Educators and School Counselors,
Administrators, and Staff

Black girls are experiencing a crisis in our schools: studies show that they face the highest rates of discipline and arrests on campus and are more disconnected from school. They are disproportionately charged with truancy, overrepresented in both the school-to-prison and abuse-to-prison pipelines, and take on caregiving responsibilities at higher rates than most of their peers that can affect their academic performance and experience.

Adultification bias is a form of discrimination in which adults view Black girls as less innocent and more mature than their white peers.

The Center's work has far-reaching implications across public sectors, including the justice, education, and healthcare systems.

A form of unconscious, intersectional bias, adultification bias shapes how educators interpret and respond to Black girls.

Purpose: To equip educators with the knowledge and tools to understand the inequities Black girls face in school and with strategies to recognize and interrupt adultification bias to create developmentally appropriate approaches in which Black girls are treated fairly and supported in their academic journeys.

Audience: Teachers, school administrators, counselors, and education staff.

Learning Objectives:

- Understand facts about Black girls' school experiences (discipline disparities, school/prison/abuse pipelines, caregiving burdens).
- Define implicit bias, intersectional bias, and adultification bias — and their effects on teaching and discipline decisions.
- Analyze real-world case studies of bias in action (e.g., discipline referrals for “disrespect” or phone use).
- Learn guiding principles and identify concrete policy and practice solutions that ensure that Black girls are perceived and treated as children.

Format: 90–120 minutes | Zoom or In-Person | Small-group case studies + reflection activities.

Continuing Education: This training may qualify for continuing education credit, depending on your state/district.

*Contact the Center to learn more about customized trainings or presentations.
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