

Bias Statement

I was born at a very young age, and the years between have helped me to develop some healthy, and not so healthy, biases. To begin with, there are some elements that need to be considered as they are formative factors but are largely uncontrollable. I am a healthy, heterosexual, middle aged, Caucasian male, who was raised in a middle-class family. My father was British – raised working class and grew as an academic – and my mother a third generation Canadian – raised in the upper middle-class and grew as a theologian and an academic. Both of my parents were teachers and I was raised in a small town. My family's social position and my gender have shaped my perceptions of opportunity, performance, success, and values. Most significantly, I have a passion for learning and work to clarify blind-spots with new learning as they appear.

From these foundational pieces that shape my biases, other parts of my life are products of those factors and continue to shape me. I have been married to my original wife for 23 years and we have two sons: both healthy and in various stages of post-secondary education. I have three degrees, including a double major, from the University of Victoria. Prior to becoming a teacher, I was a stockbroker and managed \$75 million for clients with a national bank. While in education I have served as a teacher working with students from Kindergarten through University in both the private and public systems. I have also served as a vice-principal in three schools, the principal of one, and worked with our central office in varying capacities over the past ten years.

Whether because of the above, or in concert with the above, I have developed a considerable list of things I value, and things I dislike. While being aware of some of the implications of bias from the elements above, it is the following biases that I am particularly aware of. I value education, kindness, hard work, creativity, intelligence, achievements, unique perspectives, public education, nature, different cultures, open mindedness, learning, thinking, health, and beauty. These values are tempered by the plethora of things I dislike, such as pollution; meanness/nastiness/cruelty; people that take advantage of systems and others; ignorance of people and of things; loud, aggressive people; people with low self-esteem; affectation; being cold; things that waste time; and micro-management. However, though there are many dislikes in this list, the thing that I find most clouds my judgement is adults that do not meet the needs of the children who depend on them.

When I am doing evaluations, assessing information, or judging others and their actions, I do try to be aware of my biases; however, when I am fatigued, hungry, or overly busy, I do not do a good job of this. I also know that I carry a lot of anger with me, and that can cloud my judgement. I know that my people skills are weak, and I do not enjoy crowds or meeting new people. I am particularly bad with people I do know, and do not like or respect. I try to control those emotions, but emotions are challenging to control. The positive correlative to having powerful emotions, is that I am a dreamer and constantly strive for a better state. I am driven by a relentless restlessness that fuels my actions and colours my perspectives. I was once described as intense, and I try to bear that in mind when interacting with others.