



Session #5

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please rename with the number and the following:

Tiger Teams:

- 1-HR/Budgetary Allocations
- 2-Supplementary/Instructional Materials
- 3-Professional Development
- 4-Parent School Climate
- 5-Student School Climate



san diego county office of
EDUCATION
FUTURE WITHOUT BOUNDARIES

    @SanDiegoCOE

Welcome

Equity Session #5

- Introduction
- CUSD equity journey roadmap: BP 0415
- Value of Diversity
- Continue with Professional Development with SDCOE: Implicit Bias
- Continue working with tiger teams to review data and make recommendations.

Ways We Want to Be

- *We acknowledge one another as equals.*
- *We try to stay curious about each other*
- *We recognize that we need each others help to become better listeners*
- *We slow down so we have time to think and reflect*
- *We remember that conversation is the natural way humans think together*
- *We expect it to be messy at times*

[Margaret Wheatley “All Social Change Begins with a Conversation”](#)

Mellody Hobson Ted Talk

<https://www.youtube.com/watch?v=oKtALHe3Y9Q>

What does it mean to be “Color Brave”?

Are we as a community engaging in the discussions around being color brave?

Are we getting all of our kids to dream the biggest dreams?

Today's Learning

- Develop an understanding of what implicit bias is and how it functions.



**“IF YOU HAVE A BRAIN,
YOU HAVE A BIAS.”**

- FEMI OTITOU

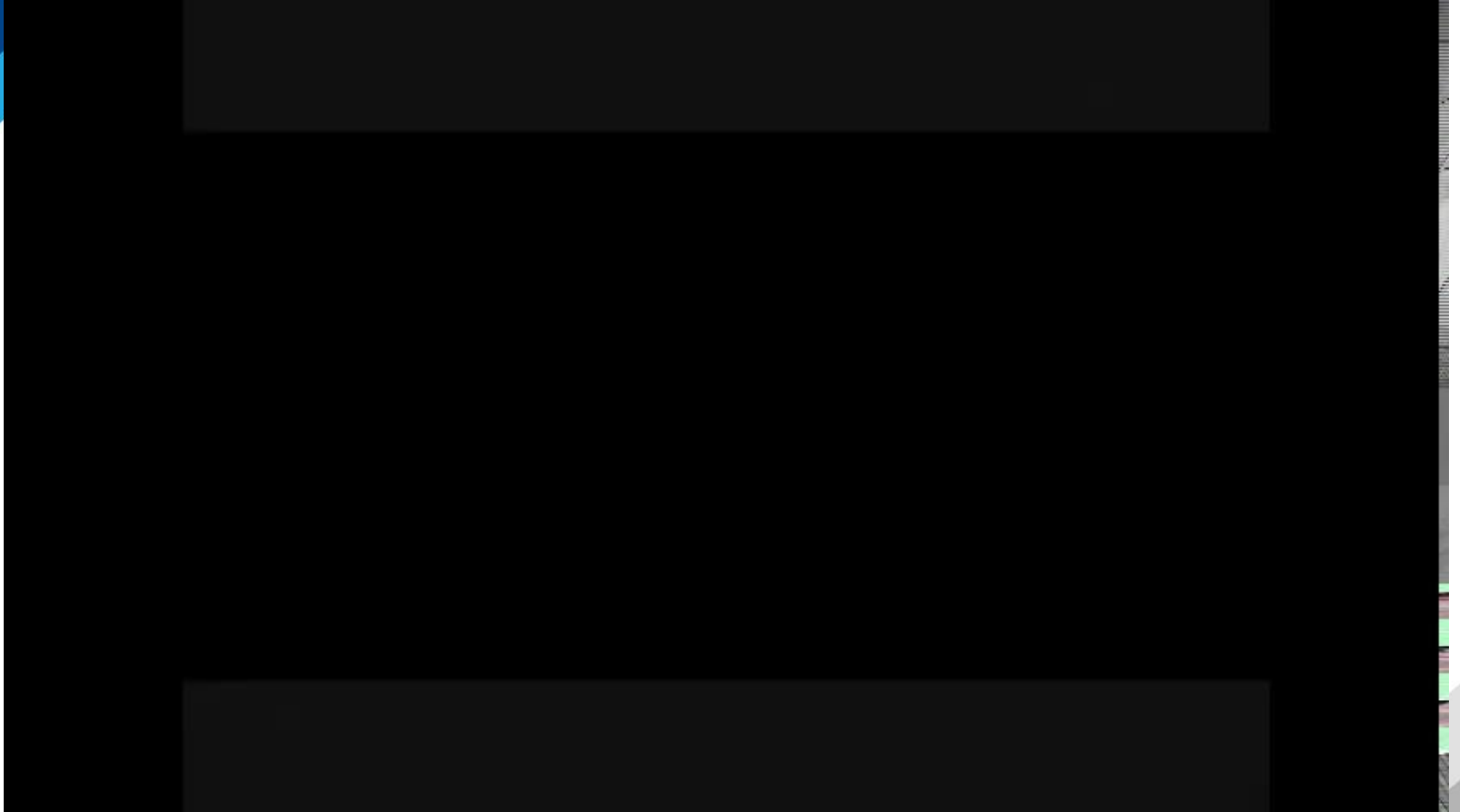
cbc.ca/tapestry

John Ridley Stroop:

In psychology, the Stroop effect is the delay in reaction time between congruent and incongruent stimuli.



Lets Try It Together



What is Implicit Bias?

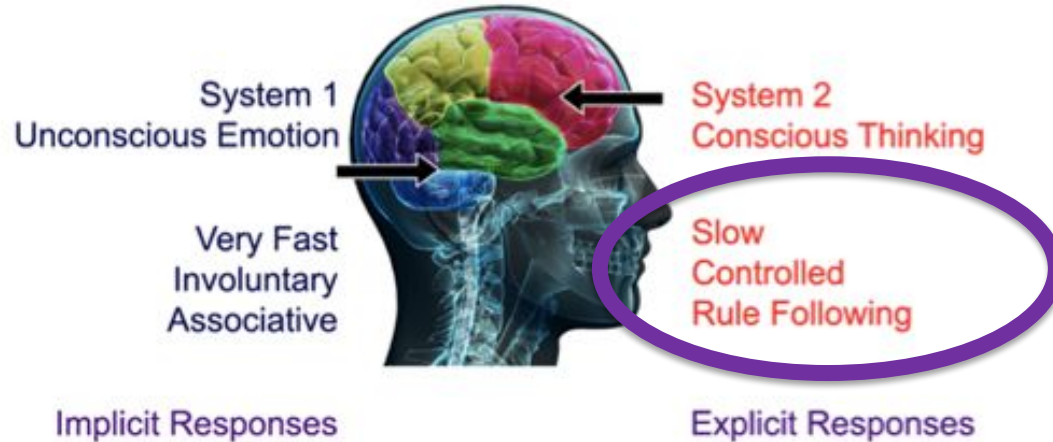
im·plic·it bi·as /im `plisit `biəs/ : The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Activated involuntarily, without awareness or intentional control. Can be either positive or negative. Everyone is susceptible.

BIAS
IMPLICIT

Our implicit biases are the result of **mental associations that have formed by the direct and indirect messaging we receive**, often about different groups of people.

When we are constantly exposed to certain identity groups being paired with certain characteristics, we can begin to **automatically and unconsciously associate the identity with the characteristics**, whether or not that association aligns with reality.

Dual Systems Thinking



Implicit bias is a product of **System 1 thinking**. We act on our implicit biases **without awareness**. They can undermine our true intentions and decisions.

Team Time:

In your Tiger Teams, review the data provided on the graphic organizer, discuss your findings, then formulate recommendations at the bottom of the document.

Implicit Biases

Your explicit belief might be that everyone is equal, but you may find yourself reacting inconsistently, as illustrated by these unconscious reactions

- Reflexively laughing at an offensive joke
- Thinking, “that overweight person shouldn't be eating that giant dessert”
- Adjusting your posture or walking speed when you walk past a young male of a different race at night
- Treating female and male children differently
- Having a discomfort reaction to gay men displaying signs of affection, or to people who are transgender

Homework!

<https://youtu.be/pLIJhNZSwJg>

watch and read article in notes

