



Session #6

Dr. Steven Dorsey he/him/his

please rename with the number and the following

- 1-Elementary
- 2-Secondary
- 3-Parent
- 4-Student



san diego county office of
EDUCATION
FUTURE WITHOUT BOUNDARIES

    @SanDiegoCOE

Welcome

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”](#)

Equity Session #6

- Welcome
- Review scope of committee based on BP 0415
- Breakout groups
 - Review discussion/notes from previous session
 - Share out with the larger group
- Continue with Professional Development with SDCOE: Implicit Bias

CUSD Equity Journey:

- The development of a committee of stakeholders: CUSD students, staff, and parents
- A two year process to examine existing practices in CUSD and apply an equity and access lens to decision making
- A comprehensive review of CUSD data in order to make informed and data-driven decisions
- A forum to listen, explore, and dialogue about diversity, equity and inclusion issues within CUSD

Breakout Groups

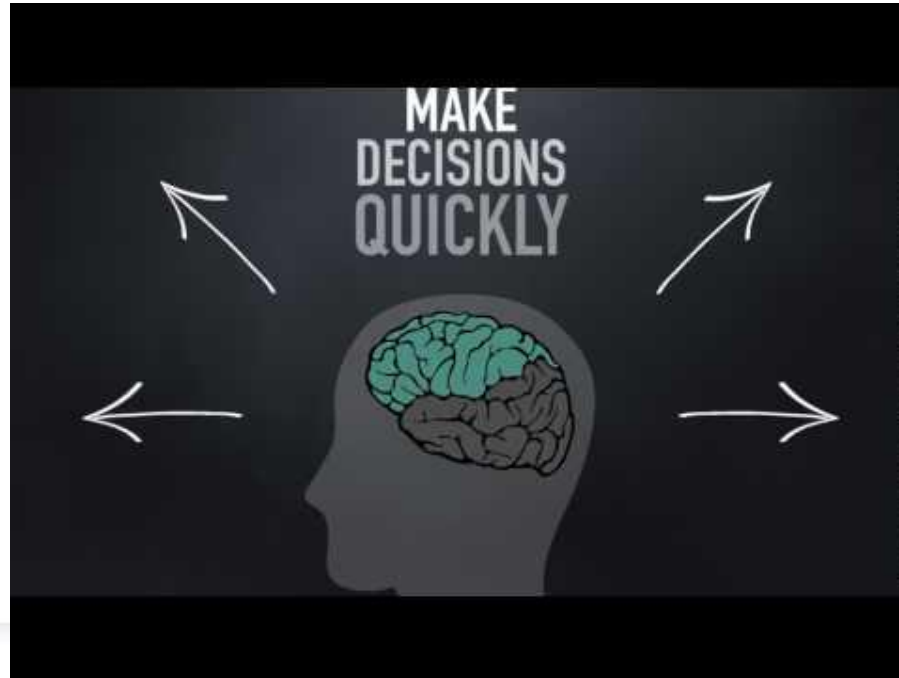
- ❖ Review discussion notes from sessions #4 & 5
- ❖ Prepare to share with the larger committee:
 - What themes and/or topics have emerged from the discussions within your tiger team?
 - Do you have recommendations for the committee to consider?

Today's Learning

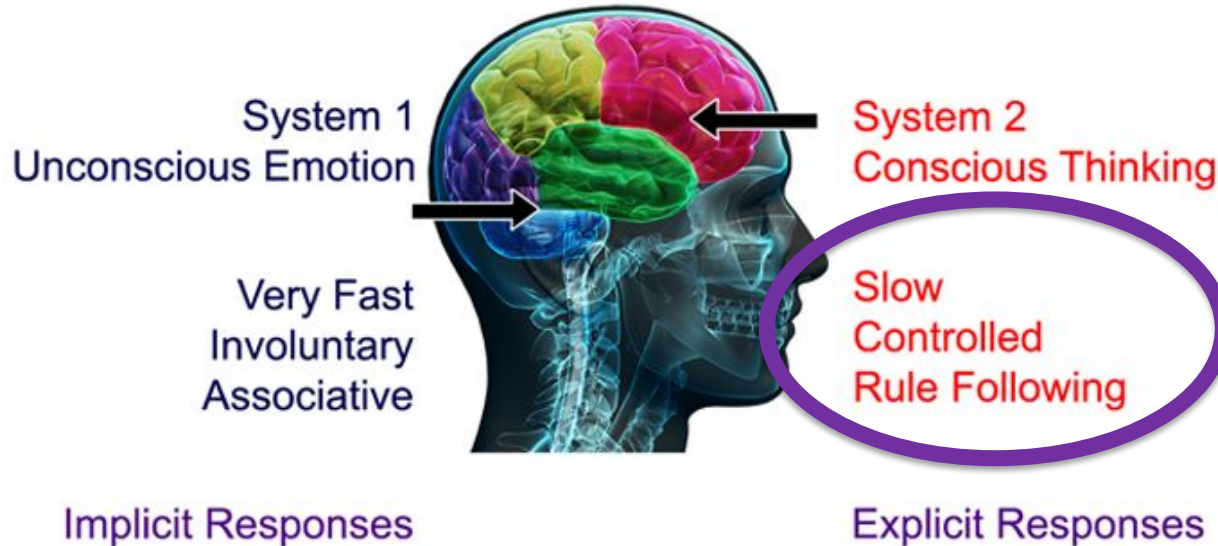
- Continue to develop an understanding of what implicit bias is and how it functions.

Homework!

<https://youtu.be/pLIJhNZSwJg>




Dual System Review



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.



- We learn through patterned repetition. When two concepts become **associated with one another in memory**, we create automatic scripts in our brains.
- These **automatic scripts** mean that the association and related recall operates super-efficiently **without our awareness or intent**.



We receive **11 million bits of information** every moment.

We can only consciously process **40 bits**.



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

- FEMI OTITOU

cbc.ca/tapestry

information over complex, ambiguous options

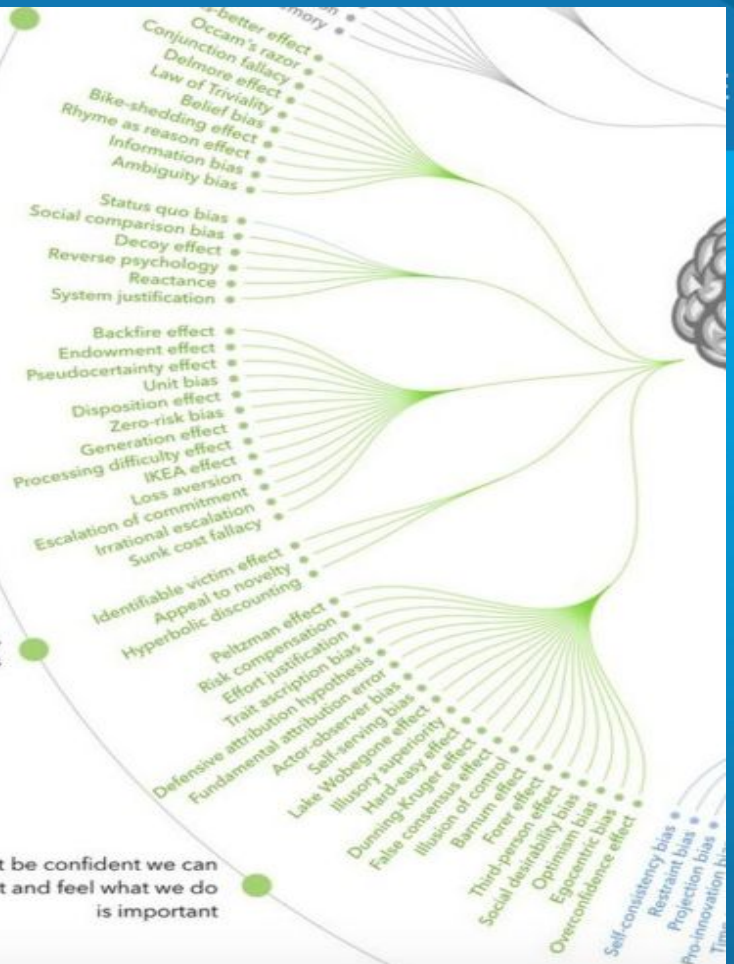
To avoid mistakes, we're motivated to preserve our autonomy and status in a group, and to avoid irreversible decisions

To get things done, we tend to complete things we've invested time & energy in

To stay focused, we favor the immediate, relatable thing in front of us

Need To Act Fast

To act, we must be confident we can make an impact and feel what we do is important



Examine the Cognitive Bias Codex

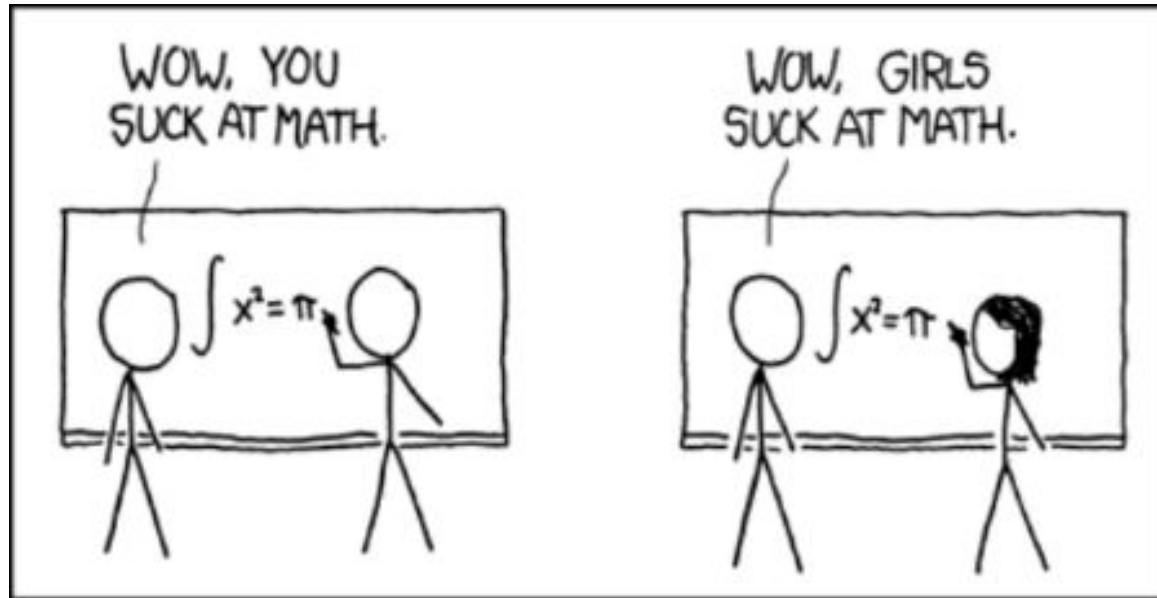
What conundrum section are you most interested in exploring?

How can understanding and learning more about the Bias codex help me in dealing with bias in my setting?

Why Implicit Bias Matters

- Everyone possesses these unconscious associations
- Can have harmful effects when they influence our decision-making
- Affects our decisions, behaviors, and interactions with others
- Can create structural inequality

Implicit Bias → Discourse → Actions



The Doll Study



Constructivist Listening Support Group

Equity Team: Thinking about the video & your learning, what is the impact of implicit bias on your students, staff, community, and your current work?

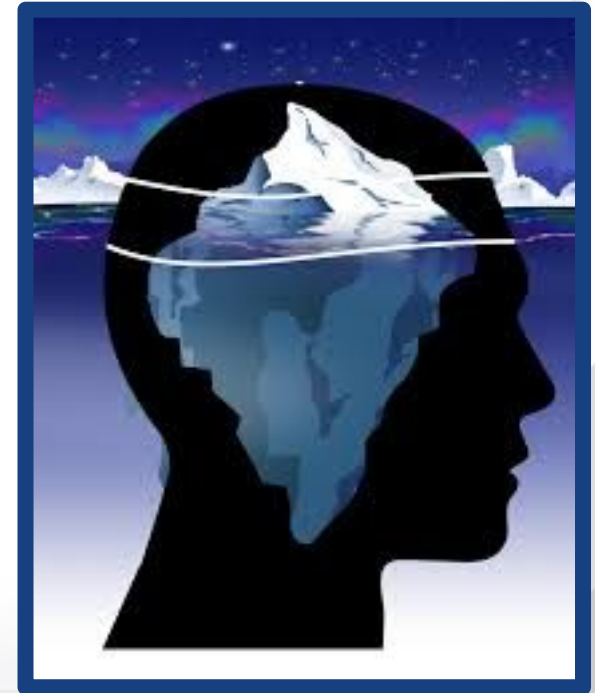
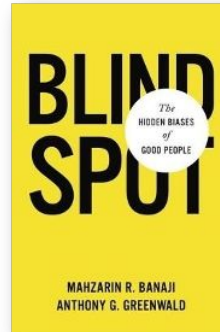


zoom
BREAKOUT ROOMS

Some Promising News...

- Biases are malleable
- We can influence the unconscious and build new synapse, thus new mental associations

By gaining awareness, we can adapt beliefs and behaviors to “outsmart the machine” in our heads so we can be fairer to those around us.



What Can I Do About It?

◆ Educate Yourself

- **Audit:** [Implicit Association Test](#), [Check Our Bias to Wreck Our Bias](#)
- **Listen & Observe:** [25 Mini-Films for Exploring Race, Bias, and Identity](#), empathy interviews, student shadowing
- **Read:** [Naming & Addressing Racial Bias](#)

◆ Take Action

- “Blind” and/or clear decision-making processes
- Seek people who run counter to stereotypical views
- Increase contact with groups of people outside your own demographics
- Try to think of and learn about things from the perspectives of others
- Identify & address implicit bias
- **Reflect:** Examine your decisions & action to ensure they align to your beliefs

HOMEWORK