



The Center for Black Educator Development
 Recognize and Redress Bias in the System

The Mission: The Center for Black Educator Development exists to ensure there will be equity in the recruiting, training, hiring, and retention of quality educators that reflect the cultural background and share common socio-political interests of the students they serve.

1. Workshop Norms:

- Listen first to understand.
- Assume the best.
- Be present.
- Take care of one another.
- Accept nonclosure.
- Mute when not speaking to the entire room
- Remain visible.

Other Norms:

2. Workshop Outcomes: In this workshop, we will have an opportunity to:

- Articulate how 5 elements of unconsciousness lead to bias
- Apply three strategies to personal and/or systemic bias
- Script job embedded ways to apply what we learn about bias

3. Leadership Development Plans

Competency and Development Goal	Experience-based Assignment (70%)	Mentoring, coaching, professional learning community (20%)	Formal training and self-study (10%)
Recognize and Redress Bias in the System			Workshop with The Center: Recognize and Redress Bias in the System
Goal: TBD			

4. A message from Dr. Hite

- a. What is your understanding of biases?
- b. How have your own biases played out in your classroom and/or leadership?
- c. How often do you reflect on them and the impact they have on your pedagogy and/or practices?

5. What is implicit bias?

- is influenced by attitudes and stereotypes that we all hold based on our experiences.
- influences how we act in a subconscious way, even if we renounce prejudices or stereotypes in our daily lives.
- can be favorable and unfavorable assessments deep in our subconscious
- can indicate that we tend to favor our own ingroup—the social group to which we psychologically identify as belonging
- research indicates that we can disfavor our own ingroup

6. Rules versus Practice

Rules: What we say we will do as a standard procedure.	Practice: What we actually do.
All students need a pass when in the hall.	Only some students' passes are checked.
All staff have to sign in.	Only some staff are held accountable for signing in.
Your example:	Your example:

7. **Lawyer anecdote:** How does this example demonstrate implicit bias both on a personal and systemic level? What is the evidence that folks involved here have breathed in the smog? Does anyone here recognize and redress bias? If so, to what degree?

8. Describe a time when you have demonstrated bias against someone else. How does this bias show up in larger systems?

9. Elements of The Iceberg

Unconscious Elements
Unquestioned Beliefs & Prejudices: accepting something without any doubt or disagreement
Automatic Filtering: what we filter out given the many thoughts, images, and words that we experience daily
Self-protective Scripts: something we say to ourselves to guide us through a stressful situation and protects our image
Unconscious Learnings: learning a behavior or having a belief without knowing where it came from or how to change it
Reflexes: an involuntary action/reaction in response to something — without us even having to think about it

10. Iceberg



11. Choose one of the red categories and share an example here.

12. Examples of The Smog: Which examples are evident in the video?

Unquestioned Beliefs & Prejudices	Automatic Filtering	Self-protective Scripts	Unconscious Learnings	Reflexes

13. Examples of The Smog: How have you enacted one of the following in your work as it relates specifically to race and class? How is this an example of bias on a personal and systemic level? What was the impact?

Unquestioned Beliefs & Prejudices	Automatic Filtering	Self-protective Scripts	Unconscious Learnings	Reflexes

14. Redressing Bias

Steps to Redressing Bias	Practices to be implemented
Step 1: Identify and acknowledge the bias.	Visualize situations before they happen → Change the vision
Step 2: Stop the bias while it is occurring.	Normalize → Is this how I would engage if this person looked like me or if they didn't?
Step 3: Take action to change the bias.	Expose yourself and others → to what isn't normally expected but should be.
How can you use these steps and practices, or other practices you have, to redress the bias you described in #11 or another area of bias that shows up in your work?	

15. Your Leadership Development Plan

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