

IMPLICIT BIAS TRAINING 1/20/2021

PRESENTED BY THE HUMAN RIGHTS COMMISSION

First of all, thank you so much for all you do! We are looking forward seeing you on the 20th. There is not much to prepare but to come with an open mind and to be in community with each other.

Here are the goals of our training:

- To increase understanding of the nature and sources of implicit bias
- To Reflect on the ways implicit bias impacts our school environment, our cities, our state, our society.
- To take actions to begin to reduce implicit bias in our school and lives.

Here is our Agenda:

1. Introductions and norms
2. Context of this training (Why Implicit bias)
3. Definitions
4. Examples
5. Exploring our implicit bias and tools
6. Closing

If you feel inclined before or after the training we would love to offer you this tool.

The Implicit Association Test (IAT) available online at:
<https://implicit.harvard.edu/implicit/takeatest.html>)

The following IATs are available online: • Age • Disability • Native • Religion • Weapons • Arab-Muslim • Gender-Career • Presidents • Sexuality • Weight • Asian • Gender-Science • Race • Skin-tone

The IAT is a series of online tests that ask participants to associate words with images to assess the automatic association between concepts. It is helpful to reflect, discuss and build our own awareness. You do not have to share this information with anyone.

While the IAT is considered more reliable and valid than survey evaluations, it is designed to be used as a prompt to trigger self-reflection, discussion, and awareness of personal biases, not as a metric for measuring implicit bias or evaluating curricular outcomes.

You can select one of those tests before or after the training and work through them during the year. Have fun!