



**Proposal for training for State Board of Education
From the Vermont Human Rights Commission**

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The Vermont Human Rights Commission is pleased to present to the State Board of Education a proposal for an Implicit Bias training and discussion. This proposal consists of a minimum of four hours and can be split between two sessions with some individual pre-work required.

The first session explores how we unconsciously attribute certain qualities to members of a particular race, gender, sexual orientation, disability, age, etc. The discussion will include how these associations are formed, the impact they have on our behavior, and how we unconsciously evaluate others despite our best intentions.

The second session consists of a dialogue and collective inquiry on the practices of the State Board and how implicit bias might manifest itself and influence how decisions are made. This dialogue could lead to forming steps to create a safe and inclusive environment for current, and future state board members, members of the public who present or who simply enjoy being present at State Board meetings.

Rate is by donation with a minimum of \$200. This allows us to continue to offer this training for free to communities around the state.