



Minnesota Department of Education

Acknowledging the Role of Implicit Bias To Decrease Suspensions and Expulsions

CONVERSATIONS ABOUT RACE

AGENDA

<p>Day One: Morning</p> <p>Unpacking Implicit Bias</p>	<ul style="list-style-type: none"> • The Danger of a Single Story • Cultural Humility • Recognizing Implicit Bias: Definitions and Differences <ul style="list-style-type: none"> ○ Recognizing Implicit Bias: Looking at It from a Different Angle • Questioning Implicit Bias: What's Next? <ul style="list-style-type: none"> ○ 10 Ways the Unconscious Mind Filters the World (Activity and Video) • Knowing yourself <ul style="list-style-type: none"> ○ Categories of Behavior: Self-Assessment • The Importance of Extending Dignity • Empathetic Listening:
<p>Afternoon</p> <p>Talking About Race</p>	<p>Self-Assessment</p> <ul style="list-style-type: none"> • The Importance of Discussing Race <ul style="list-style-type: none"> ○ Managing Emotions When Discussing Race ○ Situational Factors in Successful Race Conversations • Using the R.A.C.E. Method (Reflect, Ask, Connect, Expand) <ul style="list-style-type: none"> ○ Role playing each phase of the R.A.C.E. Method
<p>Culturally Responsive Practices</p>	<ul style="list-style-type: none"> • What does it mean to be culturally responsive? • Brain Science and CRP • The importance of connections and relationships • The 7 Principles of Culturally Responsive Practices. • Barriers Educators Must Overcome • Present strategies for decreasing implicit biases • Reducing Bias Action Plan
<p>Closing</p> <p>Finishing Up Plans for Moving Forward</p>	<p>Equity Audit</p>