

WORKING THROUGH IMPLICIT BIAS: MICROAGGRESSIONS AND ALLYSHIP

Dash
Consulting
\$4000

June 28, 2023 | In-Person | 3 hours |

15 minutes

Welcome

- Process Overview & Intentions
 - Invitation to Brave Space
 - Print Out of Brave Space Guidelines (card stock printing for each participant)
 - Principals will walk through Brave Space Behaviors at each table – slides in advance.

50 Minutes

Reflections/Consultant Updates

- Consultants provide reflections on work with TUPS 2022-2023
 - All Staff – June 2022/assessment (10 minutes)
 - Principals
 - Board
 - Central Office
- Principals Panel: Reflect on their learning and possibilities for 2024-2023 (20 minutes)
- Panel Questions: (3- minute response time for initial question and 1-minute response time to closing question)
 - **Michelle:** In what ways have you begun to apply DEI learning to your personal and professional spheres of influence?
 - **Kelly:** What did you learn about providing opportunities to voice your concerns with others that have shared lived and learned experiences?
 - **David:** In what ways are you practicing and Brave Space behaviors?
 - **Mark:** How do help colleagues understand the relationships among empowerment, authority, and agency through the lens of inclusive leader?
 - **Sharon:** Given your learning experience, what are some of the most promising practices that would support equity and inclusion during the 2023-2024 school year?
- **Closing Question:** *What would you encourage your colleagues to do differently to strengthen equity and inclusion at their schools?*
- 7 Round Table Accountability Partners/Leaders- Listeners and notetakers to bring back to the Principals Leadership Team feedback and insights from the group – Consultants will provide instructions and remain folks to abide by the Brave Space Behaviors for engagement. (15 minutes)

- Ben
- Kira
- Tom
- Gretel
- Scott
- Gerry
- Althea

5 minutes

Large Group Reflections

45 minutes

Implicit Bias Expressed by Microaggressions

- Overview of Implicit Bias
- How to Reduce Bias in Your Workplace: https://youtu.be/VEP7_BeXH64

Microaggression in the Classroom: <https://youtu.be/ZahtlxW2CIQ>

- Interrupting Microaggressions
- RICLAR Learning Intervention (slides will be provided following retreat)

5 minutes

BREAK

15 minutes

Allyship Attitudes and Behaviors (Index cards) – Principals will get their index cards back to reflect on what they said when asked the same question.

- When you hear the word ALLYSHIP, what comes to your mind first?
- The index cards with the responses will be collected and the Principal will read out loud.

35 minutes

Understanding What Allyship is and what Allyship is NOT

- Why Allyship is Important - https://youtu.be/hmN1_Bsb0FE
- Fostering Allyship
- From Privilege to Allyship
- What We Need from Social Justice Allies

15 minutes

Listening Pairs

- Which of these actions/behaviors can I step into immediately?
- What work will you need to do to step into this role of allyship?
- What will you start to do differently for the upcoming 2023-2024 school year?