



## **Implicit Bias Training Proposal for NMUSD Leadership Retreat**

### **Background:**

Over the past several decades, social science research has revealed that even the most well-intentioned people experience some degree of “implicit bias,” the unconscious and often subtle associations we make between groups of people and stereotypes about those groups. This phenomenon is distinct from “explicit bias,” the overt prejudice that most people associate with racism, sexism and other forms of bigotry.

The behavior of human beings is often guided by racial and other stereotypes of which we are completely unaware. This training will guide participants through a journey of personal exploration for an awareness of the shortcuts and subsequent perceptions we make about people and our surroundings. It will also provide skills, through transformative learning, to increase awareness about our cognitive biases and offer intervention strategies.

### **Goals**

Upon completion of this workshop, participants will demonstrate the ability to:

- Define and understand explicit, implicit, and confirmation bias.
- Understand that acknowledging these biases is the first step to addressing them.
- Examine why people sometimes maintain their beliefs in the face of information that refutes them.
- Acquire basic tools to mitigate the effects of implicit bias in our work environments and daily life.

### **Format & training topics**

The three modules described below will be delivered together in an all-day training; participants would be expected to complete all four modules.

#### *MODULE 1: Exploring Bias*

An introduction to concepts and basis of bias (explicit, implicit, and confirmation), its relevance to working with clients, employees, managers and society.

#### *MODULE 2: Understanding Bias and Yourself*

Participants explore and analyze different types of biases and draw examples from their own experiences

#### *MODULE 3: Implicit Bias and the Workplace*

Participants will also explore different strategies that can help address implicit bias, stereotypes, and microaggressions on a personal and organizational level.

#### *MODULE 4: Skills to Reduce Implicit Bias*

Participants will learn about emotional intelligence and practical everyday skillsets to overcome implicit biases



# OC Human Relations

*Building community by fostering respect, resolving conflict and pursuing equality*

## Background and Qualifications

The Orange County Human Relations Council is a non-profit, tax-exempt charitable 501(c)(3) organization founded in 1991 for the purpose of developing and implementing proactive human relations programs in partnership with schools, corporations, cities, foundations, organizations and individuals. We believe that everyone has the right to live free of violence and discrimination. Our mission is to provide programs that foster mutual understanding among residents and eliminate prejudice, intolerance and discrimination in order to make Orange County a better place for ALL people to live, work and to do business.

OC Human Relations has operated programs in schools, courts, communities and with law enforcement since 1991. Our professional staff are expert facilitators, especially adept in managing difficult dialogues. Our experience and expertise allow us to work with the diverse populations in Orange County and build understanding between the groups that together make up our community.

Our nationally recognized BRIDGES: Safe and Respectful Schools Program in Orange County Schools has worked with students, staff and parents to improve school climate, specifically in the areas of safety, respect for diversity and connectedness/engagement for over 25 years.

We offer one of the only state certified mediation trainings in Orange County where we train and mentor mediators to work in multiple court rooms in the county, with multiple law enforcement agencies and to respond to community conflict. All our staff are trained mediators, many with special training in family mediation and/or restorative practices.

In partnership with the County of Orange we have tracked, reported and provided education and training around hate crime and hate crime prevention and response since 1991.

Since our inception, we have trained police recruits, teachers, parents, students and resident leaders to work in diverse communities and resolve conflict effectively.

**Cost:** \$2,500 per 2-hour training session on 8/12/19, includes:

- Up to 5 trainers/facilitators for each session
- Training materials

**Total Cost:** \$5,000.00

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Signature

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Name of NMUSD Representative

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Date

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Signature

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Name of OC Human Relations, CEO

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Date