



RACIAL EQUITY LEADERSHIP INSTITUTE

The Facilitating Racial Equity Collaborative

Driving the Racial Equity in Education Learning Series

Participant Pre-work: Bias *(revised 3/25/2021)*

All materials are from the [Talking About Race](#) resources from the [National Museum of African American History and Culture](#).

Readings and Video

- Read materials from [Bias](#). Very minimal.
- Watch the 45:44 minute video [A Conversation on Hidden Bias](#) located in the readings section. The [video can also be found on YouTube](#).
- Watch the 17:53 minute Ted Talk from [Verna Myers: How to overcome our biases? Walk boldly toward them](#) located in the readings section. The [video can also be found on YouTube](#).

Discussion Questions - Please be prepared to discuss these questions.

- Share a meaningful comment, an insight or an “aha!” moment you experienced when watching the videos on Bias or listening to the guest speaker. How does this connect to you personally?
- What are some biases around race that you have seen or experienced? Please share how it made you feel and the impact you witnessed or experienced.
- Share an example of how your biases have affected your decisions and actions that impacted young people’s education and development?
- Share an example of how you have unlearned a harmful bias within yourself or a technique you would like to try to unlearn a bias in the future?

If time permits:

- Please give a specific norm, practice, or policy from your educational setting and or family structure that has a harmful bias embedded.
- How can you in your role influence the educational system to address bias and its negative impacts? [Think about the educational system broadly, from families to schools to educational organizations and legislated policy]

FREC Guidelines for Dialogue

1. We recognize that we are entering into cross-cultural dialogue and that such dialogue demands something from all of us. Some of us, for example, may be accepting a responsibility to verbalize our thoughts more often than is our cultural norm, while others of us may be accepting a responsibility to engage in more listening and reflection than is our norm.
2. Each of us accepts a responsibility to ensure that everyone's perspective is welcomed and carefully considered within our group. We know that each person's words have value and we devote ourselves to understanding what is being communicated as fully as possible.
3. We seek to support active listening, turn-taking, resisting "side-bar" comments and conversations, and interruptions – especially disruptions or distractions while another is speaking (i.e., in the chat box, verbal interjections, phone call notifications, acting out gestures).
4. We recognize that powerful feelings are involved in this work, and we affirm that it is important for us to express our feelings in the context of mutual respect.
5. We support each other when we experience hurt or anger or struggle with difficult issues. As a group we commit to resolving our difficulties with each other here and to staying in relationship with each other.
6. We agree to accept the facilitators' interventions when we have gotten off topic, are taking up too much "air-time," or otherwise may need to be reminded of our commitments under these Guidelines.
7. We are conscious and mindful of power dynamics, and we make deliberate efforts to make physical and psychological space and to employ strategies that help all to participate fully and equally.
8. We will assume good intentions even when we deviate from our guidelines. We give ourselves permission to be vulnerable, to have our mistakes acknowledged, and to learn from experience. We will not take it personally. We will support one another as we continue to grow in our communication and relationships.

(May 17, 2018)