

Diversity, Equity and Inclusion



WAYNE - FINGER LAKES
Board of Cooperative Educational Services

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Staff Curriculum Development Network

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How do we begin?

Defining Implicit Bias Conference

- Fall 2019
- **Keynote: Dr. Bryant Marks**, the founding Director of the National Training Institute on Race and Equity and a professor in the Department of Psychology at Morehouse College
- **Breakout Sessions**
 - 2 Strands to Exemplify the Work - Teacher and Administrator
 - Led by local educators, including our partners at RBERN

Regional Steering Committee

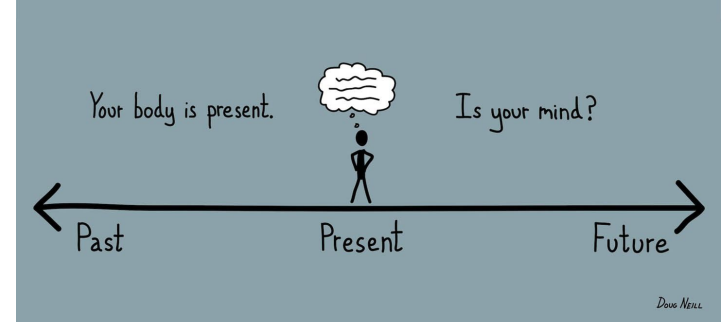
Not everything that is faced
can be changed, but nothing
can be changed until it is faced.

James Baldwin

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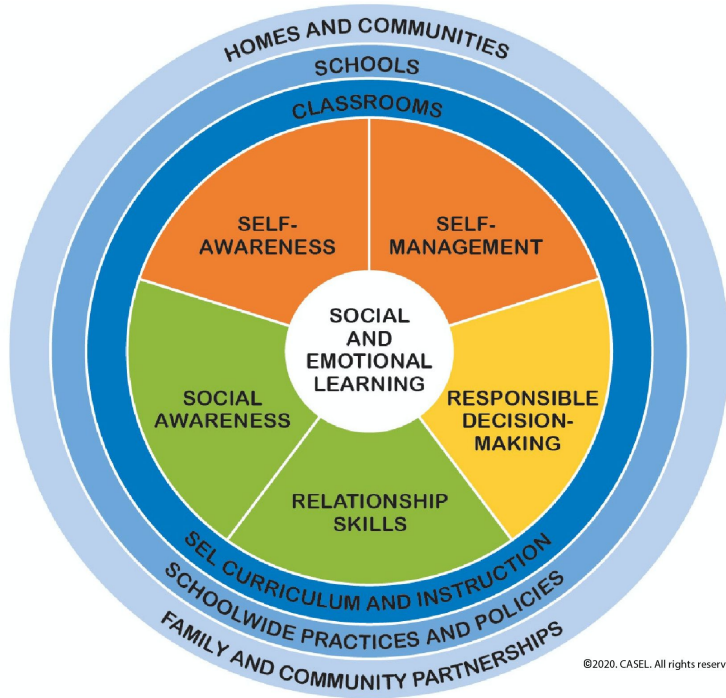
Going Deeper

Exploring, Navigating & Interrupting Bias Workshop



- Science of Bias: “Neural pathways - comprised of neurons connected by dendrites, are created in the brain based on our habits and behaviors. As patients participate in new activities, they are training their brains to create new neural pathways. The pathways get stronger with repetition until the behavior is the new normal.” Jennifer Eberhardt
- By grounding this work in Mindfulness (the quality or state of being aware) we are providing strategies to train the brain to stay present and create new pathways, therefore interrupting implicit bias.

This Work Can't Be “One More Thing”



Self-Awareness

- Acknowledging implicit bias

Self-Management

- Navigating strong emotions

Social Awareness

- Cultivating a reflective classroom community

Relationship Skills

- Developing positive relationships

Responsible Decision-Making

- Evaluating personal, interpersonal, community impacts

Next Steps

- Continue with our work on Bias
- Reconvene the Regional Steering Committee
- Strengthening our Staff Development offerings
 - Grounding our work in the Culturally Responsive- Sustaining Education Framework
 - Curriculum Connections
 - Book Selection
 - School Policy
- Sharing offerings from our JMT partners

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W-F
BOCES **MAKING**
SUCCESS
POSSIBLE