

ESBOCES DEI Agency Council

Understanding Culture, Identity, Bias, and its Impacts



Presented By:
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Director of Diversity, Equity, and Inclusivity



April Francis-Taylor is the new Director of Diversity, Equity, and Inclusivity at Eastern Suffolk BOCES. She is an advocate for equitable systems and a regional education leader with over 17 years of experience. She received her B.A., M.A., and Certificate of Advanced Studies in Education Leadership from Hofstra University. Francis-Taylor has served as a teacher, building and district administrator in the Long Island and Westchester regions. Additionally, due to her advocacy for equity, she has served on NYSED Culturally Responsive and Sustaining (CR-S) Framework stakeholder committee, NYSED Civic Readiness Task Force, the NYS DemocracyNY Coalition, and as Vice President of the

New York State Council of the Social Studies. Mrs. Francis-Taylor is the recipient of the Nassau BOCES "Education Partner" Award and the National Council of Social Studies (NCSS) "Program of Excellence Award." She has presented at over 15 conferences nationally and facilitated over 50 workshops with educators, community groups, parents, and students. She has been featured in various education publications, such as NCSS "Social Education" and McGraw-Hill "The Art of Teaching."

Setting Virtual Norms



Protocols and Strategies to Support Courageous Conversations in Virtual Meetings:

1. Please use the “rename” function and share your full name and building
2. Please mute when you are not speaking
3. When others are speaking, use the “chat” room to share any thoughts
4. Stay engaged and be “present” as much as possible using your camera/video option
5. Share your appreciation for colleagues who BRAVE through our conversation

As always, let's be kind, courteous, and civil in our conversations.

Today's Objectives

- ❑ Developing norms and protocols using the Courageous Conversations model
- ❑ Unpacking culture, identity, implicit bias, microaggressions, and their impacts
- ❑ Learning strategies to combat bias
- ❑ Develop teamwork skills

Don't Be Afraid To Have Courageous Conversation

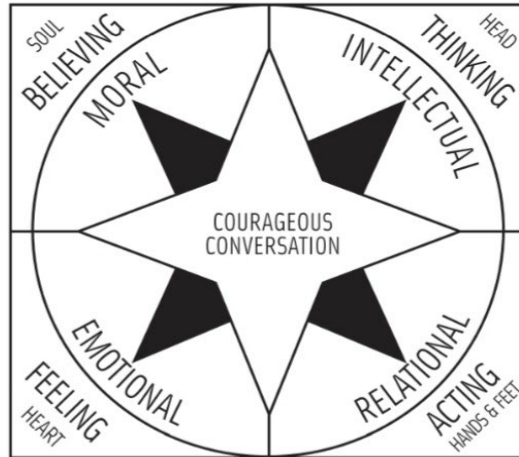


In the chat box, please list a norm you need to have a courageous conversation.

- Stay Engaged
- Experience Discomfort
- Speak Your Truth
- Expect and Accept Non Closure

Courageous Conversation Compass

The 4 Points are:



- **EMOTIONAL**: responding to information through feelings (when difficult issues strike us at a physical level and causes sensations such as anger, sadness, joy, or embarrassment).
- **INTELLECTUAL**: response to a difficult issue or information may be to personally disconnect or to search for more information or data. Our intellectual response is often verbal and based in our thinking.
- **MORAL**: responding from a deep-seated belief that relates to difficult issues information or event. Moral views are from the “gut” and may not be verbally articulated.
- **SOCIAL**: connecting and responding to difficult topics and information through actions and behaviors.

In the chat box: please write where you presently are in this moment.



Grounding our group!

Diversity, Equity, & Inclusivity

Diversity- is the presence of difference within a given setting. The differences typically refer to identity like race and gender, and sometimes ethnicity, religion, nationality, or sexual orientation. A person isn't diverse. They're unique. They can bring diversity to a group though. You're not looking for a diverse candidate. Diversity is about a collective or a group.

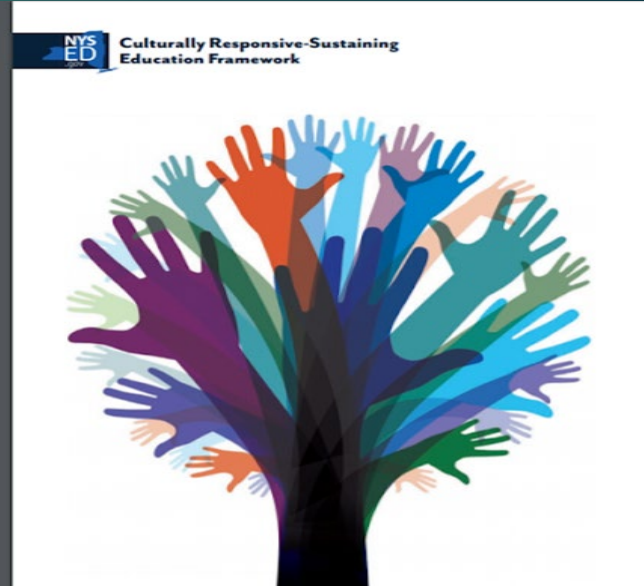
Inclusion- has to do with people with different identities feeling and/or being valued, leveraged, and welcomed within a given setting (whether that's a team, workplace, or industry): "Diversity is being asked to the party. Inclusion is being asked to dance."

Equity- is an approach that ensures everyone has access to the same opportunities. Equity recognizes that we don't all start from the same place because advantages and barriers exist. It's a process that acknowledges uneven starting places and seeks to correct the imbalance.



How can we define “Culture”?

The New York State Education Department understands culture as the multiple components of one’s identity, including but not limited to: race, economic background, gender, language, sexual orientation, nationality, religion, and ability. Culture far transcends practices such as cuisines, art, music, and celebrations to also include ways of thinking, values, and forms of expression....



Self-Reflection and Share (breakout rooms)

How does your culture impact your identity, personality?



Explicit vs. Implicit Bias

Explicit Bias

Expressed directly
Aware of bias
Operates consciously

Example:
“Women who are mothers are not serious about their research.”

Implicit Bias

Expressed indirectly
Unaware of bias
Operates subconsciously

Example: Not promoting women with families or not inviting them on research collaborations.

Microaggressions

Microaggressions- are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate negative messages to persons based solely on group membership.



Impact of Bias/Stereotypes/Microaggressions

- ▶ For the person targeted, **the impact of the biased action is what really matters**, not necessarily the intent of the aggressor.
- ▶ While It is important to understand the many complexities of bias, it is more important to consider the impacts of bias, whether implicit or explicit, and microaggressions on targets or others in that identity group.

Intent vs. Impact

Column A: Statements	Possible Interpretations	Possible Intent	Interpretation/Impact
"Why are all Black women so loud?"	You should assimilate to the dominant culture.	You are making me uncomfortable.	The way you act is bad, weird, and inappropriate.
"You throw like a girl."	Feminine traits are undesirable.	You can't throw.	Throwing like a girl is bad; you are incompetent.
"You can succeed if you try hard enough."	You are lazy.	Try harder, you can do it.	You are being lazy, like others of your kind.
"Being gay is just a phase."	Your identity is invalid.	Your angst will pass.	How you feel/your identity is not valid or real.
"You are a credit to your race."	People of your background are unintelligent.	You are pretty amazing.	I have low expectations of people like you.

Mid-point check-in



In break out rooms, share:

1. How have bias or microaggressions impacted your life?
1. How did this share of these definitions connect or extend your previous thinking?

Get Comfortable Being Uncomfortable



How can YOU continue to be
a domino against bias and
microaggressions?



Ways we can respond to bias and microaggressions

1. Inquire, Paraphrase, Reflect, Revisit
2. Separate the person from the action or behavior. Instead of saying “you’re racist” try saying “that could be perceived as a racist remark.”
3. Avoid starting questions with “Why”- it puts people on the defense. Instead try “how” and “what made you...”
4. Try to avoid using the pronoun “you” too often. Use “I” statements describing the impact on you instead or refer to the action indirectly (i.e. “when ____ was said, or when ____ happened)
5. Be mindful of your tone, body language, etc... the message has to be said with respect.

REFLECTING



How has the workshop pushed your thinking?

What is one concept you will commit to sharing with your others after today?

HW: Harvard Implicit Bias Exam

Next Workshop: Developing Anti-racist Mindsets for Action