

Training Date Proposal for RWPS School Board

Leading Equity LLC. for Implicit Bias training for Red Wing Public Schools.

Introduction:

We all have biases, understanding those biases and developing ways to overcome them is a step towards a socially just and inclusive school board. All families, staff, and the community deserve an equitable school board. The Leading Equity Center (LEC) is excited that Red Wing Public Schools is starting the process to explore Implicit Bias.

Workshop Descriptions:

Out of Sight, Out of Mind: How Implicit Bias Impacts the Way We Serve Our Community
Through varying examples of Implicit Bias in various settings, Dr. Eakins will provide attendees a complete understanding of the fundamental premise of Implicit Bias. True stories and research will illustrate the emotional and behavioral dynamics within Implicit Bias.

Hidden Messages in Good Intentions Part I and Part II

Part I- During this introductory workshop, participants will understand how Implicit Bias manifest themselves into microaggressions and what those different forms look like in our day-to-day lives. By understanding how these subtle, nonverbal, and often disparaging messages affect marginalized persons, participants will develop a lens to recognize these microaggressions and become better advocates for others.

Part II- We continue building on foundational knowledge of IB and microaggressions. Participants will leave with strategies that address how to speak up in the event of biased language/situations and how to intervene when they have been on the committing end of a microaggression.

Outcomes

- Define Implicit Bias and why it matters
- Strategies to recognize and overcome Implicit Bias
- Define microaggressions
- Discuss Implicit Bias' relationship to microaggressions
- List examples of microaggressions
- Define privilege
- Identify privileges that individuals have

Timeline: Two full-day training workshops to be scheduled in 2023.

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Proposed Dates: Please Select 2.

May: 9, 10, 22, 23
June: 5,6,7,8
September: 11, 25
October: 9, 23

Restorative Practices Training Overview and Training Date Proposals

Improving Academic Success While Building a Restorative School District

Training Duration (6) hours

Training Overview:

During this learning session on integrating the Indigenous model of Restorative Practices within a school district participants will be provided interactive and reflective session on:

- 1) foundational information on the history, philosophy, values, and restorative practices processes which includes the Indigenous world view, the overlay of cultural frameworks and decision-making processes in Indigenous communities.
- 2) the utilization of restorative practices to advance academic success, decrease classroom detentions and suspensions.
- 3) enhancement of classroom and school environments.
- 4) Examining the efficacy of restorative practices to promote and build teacher to student, student to student, and staff relationships which in turn improves the school-community relationship one school at a time.
- 5) Framework and possible outcomes of developing a 3–5-year Restorative Practices strategic plan.

The sessions will be facilitated in large group, Circle, and small group discussions. Participants will also learn the fundamental framework of the Circle and its utilization to improve classroom engagement and behavior and reduce detention and expulsions.

Proposed Dates: Please Select 1.

June: 1,2,14,16
August: 1,9,11,16,23,29,30
September: Open

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