



Equity Training Contract 2023

This is a contract for services between Leading Equity LLC. for Implicit Bias training and 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