Greetings! We’ll begin about 5 minutes after the scheduled start time

Please be on MUTE
have your CAMERA ON as you are able
You will need SOMETHING TO WRITE WITH and on
WHO IS IN THE ZOOM?

Trainers /
- Name + Pronunciation
- Pronouns
- Role

THE PLAN

Topics + Flow /
- Shared Meaning
- Bias
- Time to Practice
Session Objectives

- Revisit core concepts as they apply to our work
- Unpack concepts of Bias
- Develop skills to name and notice in new ways
Protocols We Invite You To Try Today

1. Notice + Name / Be Clear
2. Learn From Your Reactions; Decouple “Comfort” from “Safety”
3. Assume Adults Are Doing What They Need to Do to Be Present
4. We Will Hold The Space Today
BIAS
Describe what happened
DESCRIBE / analysis and articulation based on observation

“What you see/observe”

INFORMATION GATHERING STAGE

INTERPRET / Subjective analysis and articulation based on observation

“What you think you see/observe”

INFORMATION PROCESSING STAGE

EVALUATE / Assignment of value judgment based on Descriptive and Interpretive information

“What you think and/or feel about what you think you see/observe”

DETERMINATION STAGE
How will using Describe, Interpret, Evaluate support you in your work?
Media Coverage

What messages are we receiving?

Jacob Blake had a knife in his car when he was shot by police, DOJ says trib.al/jD1nvAA

Suspected teen gunman Kyle Rittenhouse spotted cleaning Kenosha graffiti before shooting trib.al/IWtEFFh
Unconscious Bias

A tendency or preference towards a particular perspective, ideology, or result, which interferes with our ability to be impartial, unprejudiced, or objective, and of which we are unaware.
Our brains gather nearly 11 million pieces of information per second.

However, we have a maximum processing capability of less than 50 bits per second.
Reflection Time

1) What is this telling you about messages you have absorbed?

2) What is this asking you to consider when developing your own messaging as state arts agencies?
IMAGINE
Next Steps

→ What QUESTIONS have emerged from today?

→ What are our next steps in working with these?