

Welcome to EQUITY WEEK!
June 9-10

MISSOURI SW-PBS
SUMMER INSTITUTE

VIRTUAL CONFERENCE
SUMMER 2021



THANK YOU FOR
JOINING US

Session 3 – Implicit
Bias & Vulnerable
Decision Points

Begins at 9:00 a.m.

Tweet about your
experience!

#SI2021

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- Keep cameras off
- Keep mics muted
- Participate during engagement opportunities when offered
- Limit use of Chat feature unless otherwise instructed

Tweet about your experience!

#SI2021

If you lose connection during the session, go to pbissmissouri.org and log back in.

Implicit Bias and Vulnerable Decision Points

ADDRESSING DISPROPORTIONALITY IN BEHAVIOR

Presented By:

Jeff Burkett, M.Ed. and
Lindsay Schmidt, M.Ed.

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Activity: Would You Rather?



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Today's Agenda:

- **Part 1:** Understanding Implicit Bias
- **Part 2:** Recognizing Vulnerable Decision Points
- **Part 3:** Utilizing Neutralizing Routines



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Part 1:

Understanding Implicit Bias

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What Is Implicit Bias?

- Unconscious, automatic, default
- Not an indication of our beliefs & values
- We all have it - even those affected by it
- Based on stereotypes



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Independent Activity: Harvard Implicit Bias Test



bit.ly/VDPbias



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Activity: BREAKOUT ROOMS



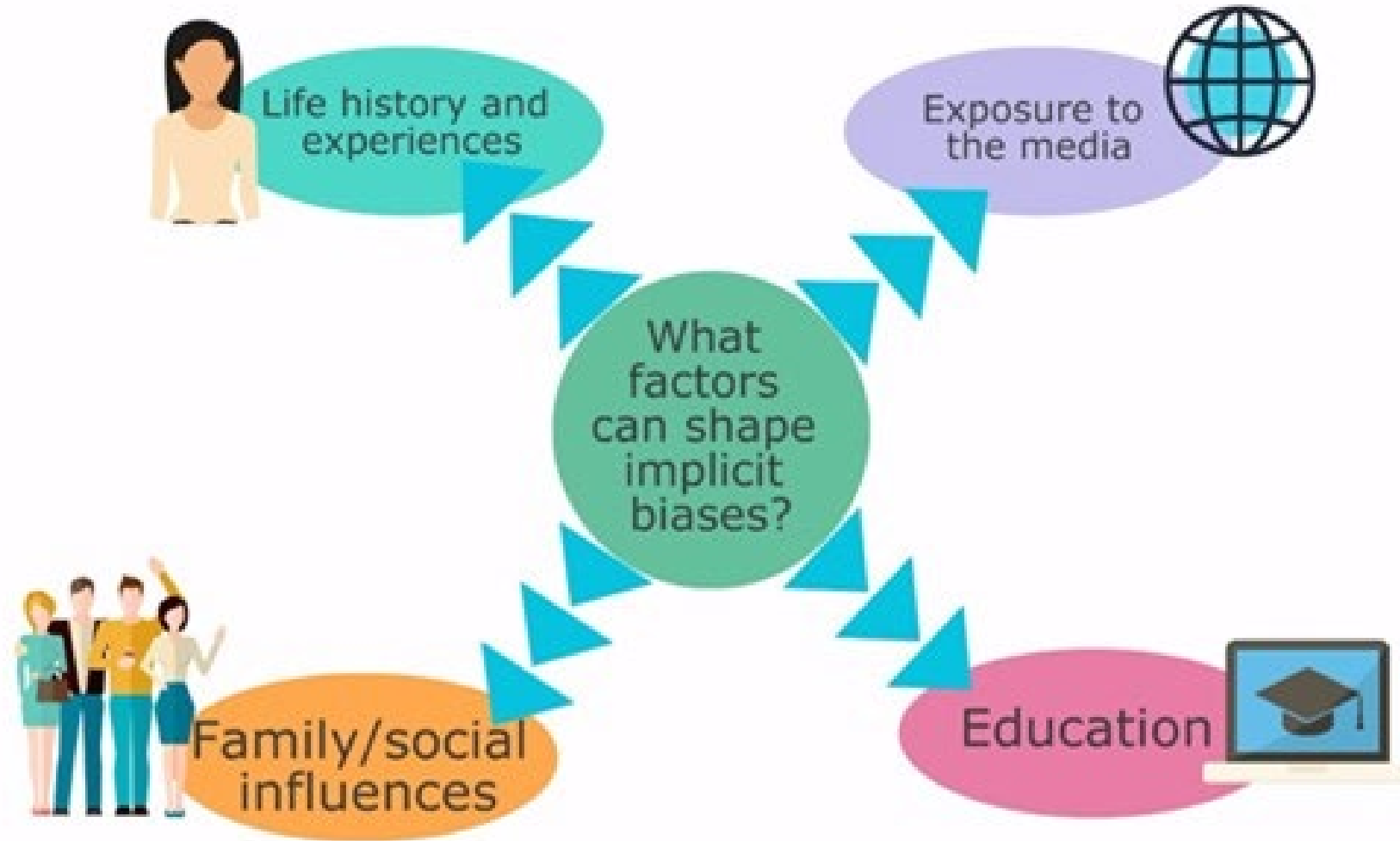
- What surprised you about your results?
- What was reinforced about your results?
- How might this impact you in your school setting?

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What Factors Shape Implicit Bias?





All of the dancers are raising children. Only 2 are biological mothers...

Have the others adopted, foster care, step-parents? Other ideas?



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Did this Surprise You?
What is your reaction?





BE MINDFUL ABOUT STEREOTYPES!
ONLY ONE OF THEM IS A CONVICTED FELON.

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ROOTING FOR EACH OTHER!

TEAMS



Enhancing Equity Questionnaire



- What behaviors in my classroom **push my buttons**?
- How might these behaviors be **functional**?
- How might these be related to **culture**?



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Implicit Bias

More Likely to Influence:

- Snap decisions
- Decisions that are ambiguous



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FORMS OF IMPLICIT BIAS

- Age
- Body Type/Size

- Race/ethnicity
- Religion



- Gender
- Sexual Orientation

- Socio-Economic Status
- Educational Levels



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Are All Referees Terrible People?



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*“When everyone handles infractions with **consistent feedback**, students learn that what happens when they misbehave is **procedure, NOT personal.**”*

Bob Algozzine, 2000

Consistency
is The Key



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COMMITTING TO CHANGE

If we are aware of our hidden biases, then we can monitor & attempt to ameliorate hidden attitudes before they are expressed through our behavior.

This compensation can include attention to language and body language.



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Implicit Gender Bias in Auditions



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<https://csphilharmonic.org/2013/10/philharmonic-audition-process/>

Part 2:

Recognizing Vulnerable Decision Points

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Vulnerable Decision Point

What is a Vulnerable Decision Point (VDP)?

A specific decision that is more vulnerable to effects of implicit bias

Two Parts:

1. Elements of the situation
2. The person's decision state



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A Multidimensional View of Bias



Possible Vulnerable Decision Points for Teachers:

- Fatigue
- Subjective Behavior
- Hunger
- Worry or Stress
- Vague Discipline System
- Unfamiliar with Student



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Activity: **What is One of Your VDP's?**

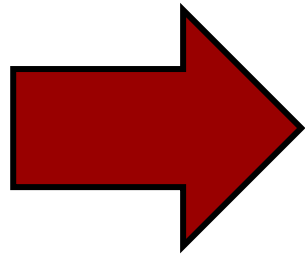
**Waterfall
Chat**



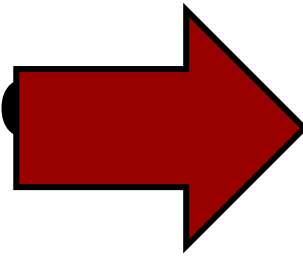
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Disproportionate Discipline

Bias



Situation

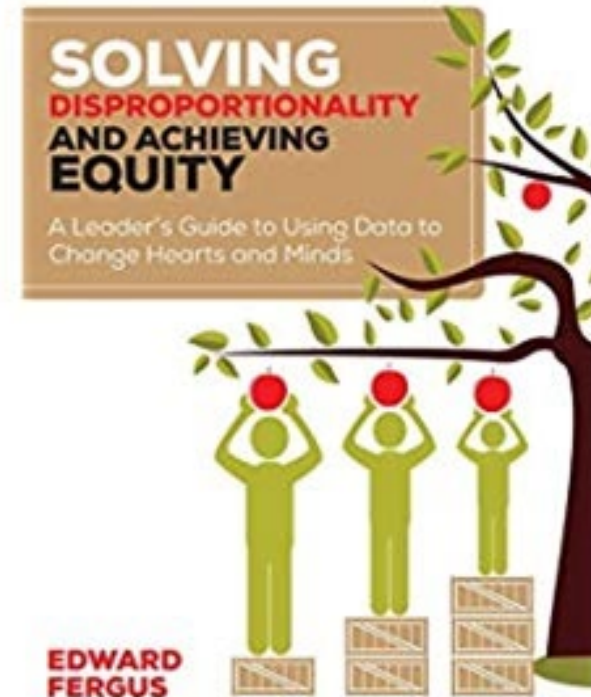


Disproportionate Discipline



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Equity in Education - CalTAC
PBIS www.pbiscaltac.org



Disproportionate Discipline Example

SETTING EVENT

Teacher has a lack of positive interaction with this particular student.

ANTECEDENT

The student complains loudly about work currently assigned in class

CONSEQUENCE

Teacher responds angrily and sends student to the office. The student avoids the assignment

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Teacher Resource Depletion

- As we become fatigued, our filters for appropriate behavior can be affected
- Impact of hunger
- Decrease in willpower later in the day
(*Morning Morality Effect - Kouchaki & Smith, 2014*)
- Self-contained teacher spends all day with students



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Part 3:

Utilizing Neutralizing Routines

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Neutralizing Routines as Pre Corrections

- Am I about to enter a VDP?
- What are my values?
- When I see a problem behavior, I'll use the alternative response.



When Your Bucket is Full....

...And you see unwanted behavior,

Stop and ask yourself:

- a. Are my resources depleted?
- b. Is this a Vulnerable Decision Point?



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AVOID THE POWER STRUGGLE

"HE WHO ANGERS YOU CONQUERS YOU!"

-E. KENNY

The typical power struggle occurs when the teacher makes a request and a student refuses to comply. Not wanting to look weak and ineffectual, the teacher responds to the non-compliance in a more adamant tone demanding compliance. Not wanting to look bad and back down in front of other kids, the student mutters something nasty. The race is on for the last word.

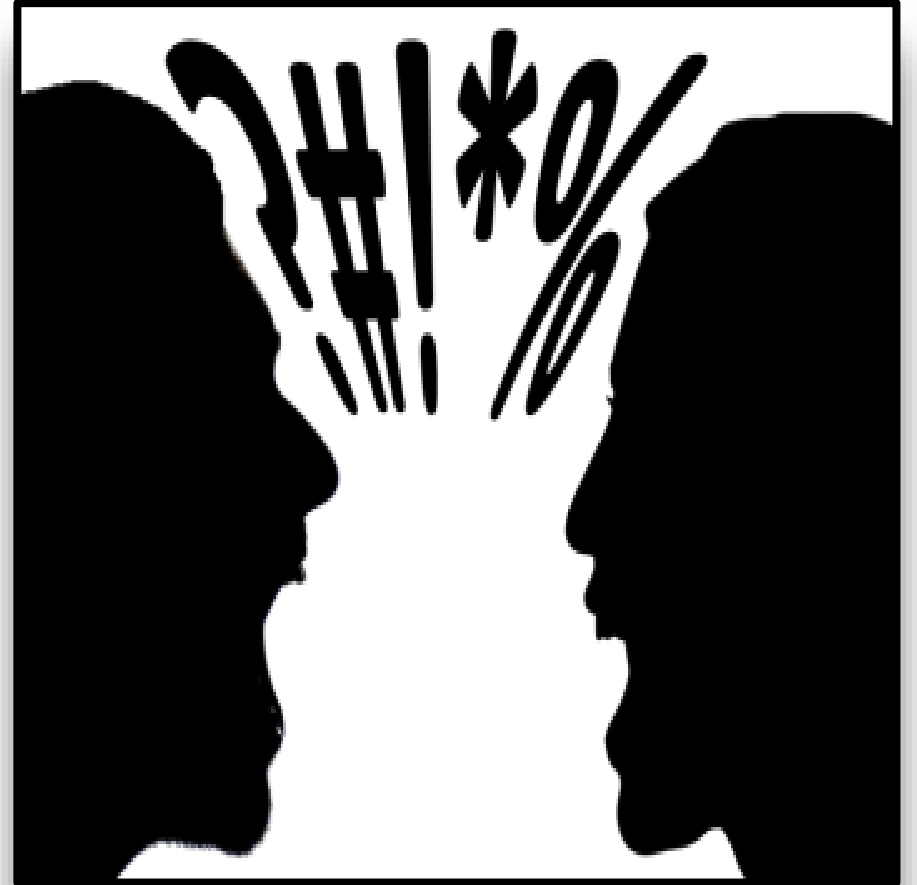
At this point the student has already won.

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POWER STRUGGLE

- Defending authority & credibility
- Personal button pushing
- Past history and irrelevant issues
- Empty threats & ultimatums



If You are Experiencing a VDP...

FIRST, Take Care of Yourself:

- Mindfulness
- Two deep breaths
- Recognize upset feelings & let go
- Model classwide cool-down strategies

Am I acting in line with my values?



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If You are Experiencing a VDP...

Delay Decision Until I Can Think Clearly:

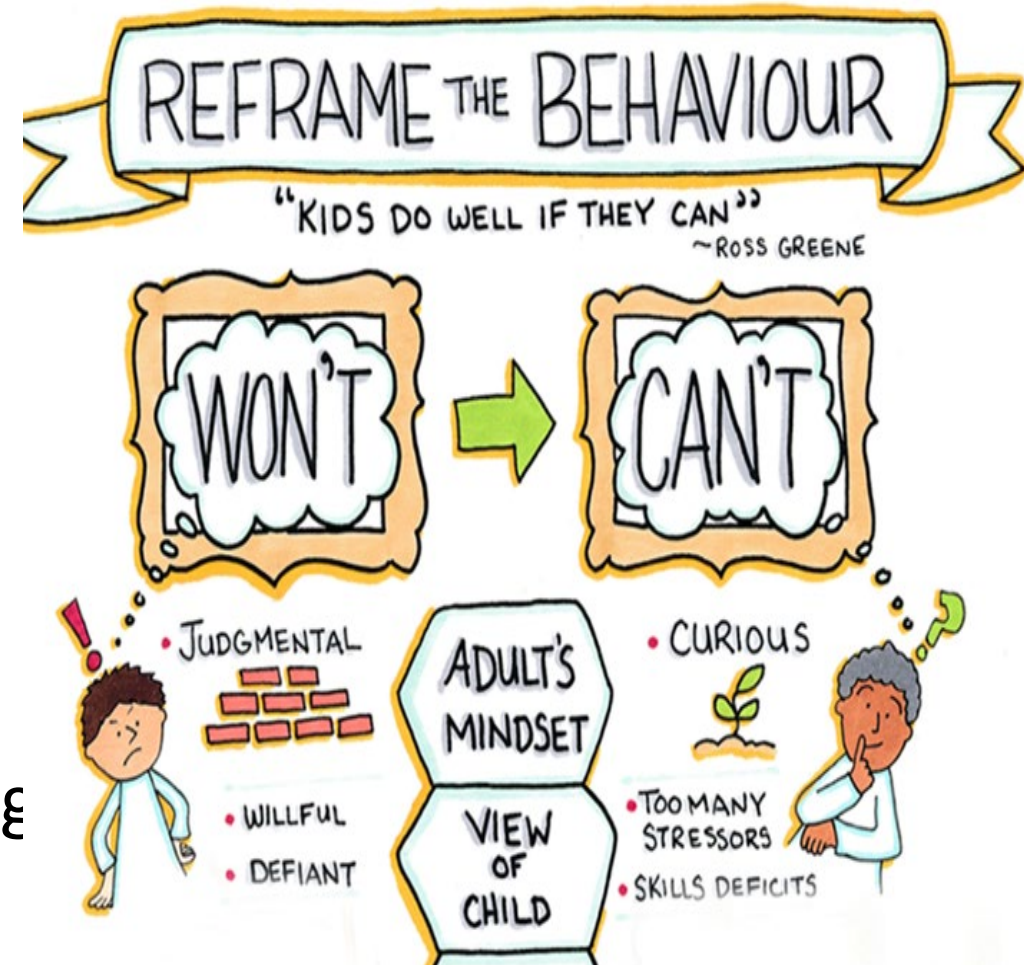
- “See me after class/at the next break.”
- Ask student to reflect on feelings or behavior
- **Am I acting in line with my values?**



If You are Experiencing a VDP...

Reframe the Situation:

- “I love you, but that behavior is not ok”
- “At our school, our expectation is.....”
- Picture the student as your own child
- Picture student’s parent watching your interaction

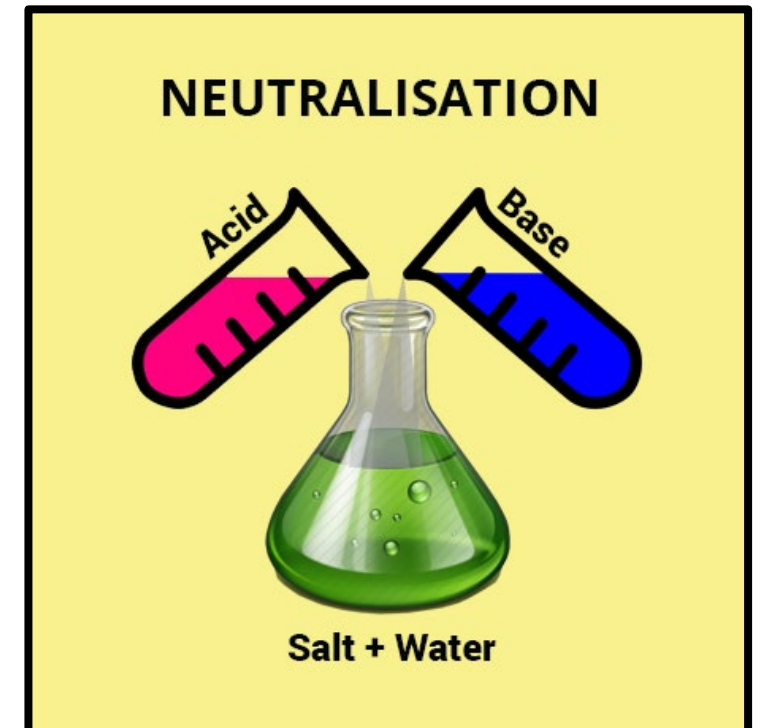


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Neutralizing Routines for VDP

Try an “If-Then Statement”

- Make it Brief
- Clear Steps
- Doable
- Pause the situation--it interrupts the chain of events



Neutralizing Routines for VDP

Use Restorative Practices

- Tell me what happened
- What were you thinking at the time?
- Who did this affect?
- What do you need to do about it?
- How can we make sure this doesn't happen again?
- What can I do to help you?



Activity: BREAKOUT ROOMS



- How will you recognize if you are at a vulnerable decision point?
- Have you been involved in power struggles with students and what were the consequences?
- What neutralizing routines will work for you?

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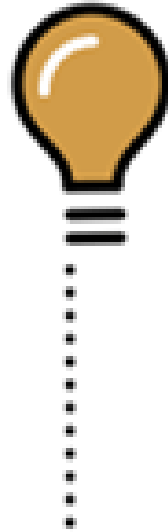
Next Steps

Recognize
your own
implicit
bias

Have a plan
for
responding
when
vulnerable

Recognize
your VDP's

Consider
which
neutralizing
routines
might work
for you



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Today We Covered:

- ✓ Understanding Implicit Bias
- ✓ Recognizing Implicit Bias can arise when we are vulnerable
- ✓ Using Neutralizing Routines

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Please complete the
[Evaluation Survey](#)

Session 4 will start at
10:45 a.m.

Please use the same
Zoom meeting link to
join the next session.