

Outline

- **Section I: Demonstrate Functioning of Implicit Bias through Deconstructing Racial Bias as the tool for Racism and Gender Bias as the Tool for Sexism (12 hours)**
 - Explore and understand how ethnic, racial and gender bias was infused into the construction of laws and policies in the United States to establish cultural norms which reflect highly biased racial and gender frameworks.
 - Consider how such frameworks were (and are currently) used to establish racism and sexism leading to results of social and cultural oppression of people of African, Native American, Latino and Asian descent.
 - Understand how it created division and marginalization amongst racial and ethnic minority groups psychologically and emotionally.
 - Analyze lingering effects of more than 300 years of institutional, structural and systemic racism through reviewing present examples and outcomes of power and privilege within the United States, and making connections to our past; and what it has meant to be American.
 - Establish basic cultural competence, sensitivity and humility through evaluating root causes of individual beliefs, ideologies and education that prohibit inclusion, appreciation of diversity, and equity.
 - **Section 2 : Explore Strategies to Promote Equity and Inclusion (2 hours)**
 - Collaborate with others to begin identifying ways to promote equity and inclusion in various environments.
 - Identify and analyze strategies and applications for creating Inclusion; including ways to address macro and micro-messaging.

Learner Goals/Achievements

- Deepen understanding of how subjective bias prevails in all systems, decisions and outcomes.
- Realize the roles we play in upholding or disrupting systems of inequity and exclusion.
- Understand how socialization (traditions, culture, ideologies, etc.) influences all individuals, values and beliefs; guiding judgment and decision making.
- Make connections of our own conscious biases have been influenced by larger society and begin considering how our unconscious biases have been affected?
 - Consider how much humility, patience and understanding it would really take to become aware.
- Establish and enhance emotional and mental capacity to learn and hear from others who provide us feedback about our unconscious bias.
- Collaborate with others through this experience to brainstorm ideas regarding equity and inclusion.