State Education Leaders’ Community of Practice Meeting on School Discipline Disparities

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Framework for Engagement & Capacity Building

Policy Law & Civil Rights
Policy Recommendations
Advocacy
Law Research & Commentary
Mapping Analysis & Engagement
Participatory Research & Surveys
Opportunity Mapping
Data Driven Decision-Making
Communications, Field Building & Engagement
Communications & Outreach
Leadership Development & Civic Engagement
Teaching & Training

the barriers to opportunity and the four opportunity domains we engage

the work
The Unconscious Mind

The human brain can take in 11 million pieces of information in any one moment.

We’re only consciously aware of maybe 40 of these - at best.
Lime, Green
Lemon, Yellow
Sky, _____
Night and _____
Black and _____
Young and _____
I cdnuolt blveiee taht I cluod aulaclty uesdnatnrd waht I was rdanieg.
Aocdrnig to a rscheeachr at Cmabrigde Unervtsy, it deosn't mtaer in waht oredr the ltteers in a wrod are, the olny iprmoatnt tihng is taht the frist and lsat ltteer be in the rghit pclae. The rset can be a taotl mses and you can sitll raed it wouthit a porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe.

Amzanig huh?... and I awlyas thuhogt slpeling was ipmorantt.
YELLOW  BLUE  ORANGE
BLACK  RED  GREEN
YELLOW BLUE ORANGE BLACK RED GREEN PURPLE YELLOW RED ORANGE GREEN BLACK BLUE RED PURPLE GREEN BLUE
Implicit (unconscious) Bias.

Where do these associations come from?

http://youtu.be/nFbvBJULVnc
The doll test.

http://youtu.be/MqSFqnUFOns
Implicit Association Test (IAT) For Race

Project Implicit Harvard University IAT: https://implicit.harvard.edu/implicit/demo/
Schools as the Entry Point—Disproportionate Punishment

The Kirwan Institute’s annual
State of the Science Implicit Bias Reviews

www.kirwaninstitute.org
Implicit Bias and School Discipline

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