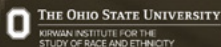


# OPEN YOUR MIND

## UNDERSTANDING IMPLICIT BIAS

LEARNING LAB PARTNER



LEARNING LAB SPONSORS



### MIDDLE AND HIGH SCHOOL WORKSHOPS

The *Open Your Mind: Understanding Implicit Bias* workshops introduce students to concepts and perspectives connected to social emotional development, Common Core State Standards for English and content and skills in social studies and science.

### KEY UNDERSTANDINGS

#### **What is implicit bias?**

Implicit bias refers to the attitudes and beliefs that occur outside of our conscious awareness and intent.

#### **Why does it occur?**

Society and culture, including personal interactions and media, influence our unconscious biases. Our minds try to find patterns and navigate the overwhelming stimuli in our complicated world. The results can be attitudes and beliefs that run counter to the conscious attitudes and beliefs we think guide our actions.

#### **Why should we understand it?**

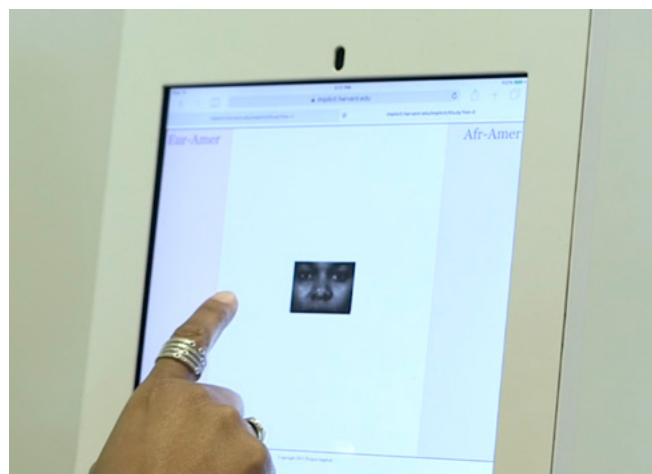
The effects of implicit bias contribute to social justice disparities. They can cause us to unconsciously uphold harmful stereotypes. Understanding our implicit biases allows us to take actions towards dismantling them.

#### **What can we do about it?**

We provide guidance to identify, confront and explore our implicit biases.

### OUR MISSION

The National Underground Railroad Freedom Center is dedicated to promoting social justice for all. The Implicit Bias Lab provides the knowledge and understanding needed to assess the influence our environment has upon the unconscious decisions that shape our actions. This understanding allows us to identify, confront and explore our implicit biases – essential steps to becoming stewards of social justice.



## IN - PERSON WORKSHOPS

A workshop can be added to your on-site museum field trip experience. We are also able to visit your school and conduct a workshop. Typically, workshops consist of a 30-40 minute presentation and 10-20 minutes of discussion and Q&A. Content may be modified to meet the specific needs of the students and teachers.

## COMING SOON: VIRTUAL WORKSHOPS

Starting in Summer 2022, we will also offer a virtual workshop consisting of classroom materials and a live zoom session. The classroom materials (texts, videos and prompts) will introduce and examine key understandings; the zoom session will reinforce learning through discussion and Q&A. This format will allow the teacher-facilitator to guide students through the classroom materials and prepare them for the live experience. The museum is proud to partner with the Cincinnati Bengals in offering virtual implicit bias workshops. There could be an opportunity for a Bengals player to participate in live portion of the workshop.



If you are interested in booking an Implicit Bias Workshop or more information, contact Guest Experiences and Group Reservations by email at [groupsales@nurfc.org](mailto:groupsales@nurfc.org) or by phone at 513-333-7542.

## WHY SHOULD YOU BOOK AN IMPLICIT BIAS WORKSHOP FOR YOUR STUDENTS?

### Social Emotional Development

Our experiences and memories have shaped implicit biases deep within our minds that impact how we respond to other groups of people even without realizing it. Having bias doesn't make you a bad person; it makes you a human being.

Understanding this concept will help students become self-aware of and self-manage their emotions and actions. Students will also be better equipped to develop social awareness and relationship skills. When students are provided with the tools to identify, confront and explore implicit bias in themselves they are better prepared for responsible decision-making.

### Building Agency

Through understanding and examining their personal biases, students will discover the power they possess to set goals, take-action and regulate progress towards those goals.

The implicit bias workshop empowers students to create change within themselves and their communities with the goal of a more socially just society.

# COMMON CORE STATE STANDARDS

Understanding implicit bias better equips students to meet the following CCSS:

## **Speaking and Listening: Comprehension, Collaboration, and Presentation**

- » Prepare for and participate in a range of conversations and collaborations with diverse partners.
- » Integrate and evaluate information presented in diverse media formats.
- » Evaluate a speaker's point of view, reasoning and use of evidence and rhetoric.
- » Present information, findings and supporting evidence.

## **Reading: Craft and Structure**

- » Assess how point of view or purpose shapes the content and style of a text.

## **Writing: Research to Build and Present Knowledge**

- » Gather relevant information from multiple print and digital sources, assess the credibility and accuracy of each source and integrate the information.

# SOCIAL STUDIES

## **Disciplinary Literacy Skills: Reading Like a Historian**

When students understand that all people throughout time harbored implicit bias, their ability to analyze historical texts is enhanced. Students will ask critical questions: What biases did the author possess? What was going on in society that allowed these biases to flourish? Did others share the biases? How does this bias impact how history is told?

## **Seeking Multiple Perspectives**

Students will learn that people have implicit preferences, and when left unchecked these preferences lead to the exclusion (intentionally or unintentionally) of individuals. When students understand this, they can actively seek out the overlooked and under-represented voices throughout history; thus, students acquire a more complete understanding of our past.

## **Connecting Past to Present**

Understanding implicit bias permits students to connect the past to the present by asking: Do these biases exist today? Why do they still exist? How do they impact our society? Through asking and answering these questions, students make personal connections to the content.

# SCIENCE

## **Life Science: Structure and Function**

The Next Generation Science Standards emphasize concepts related to Structure and Function in the Life Science discipline. Adhering to this concept, understanding implicit bias requires students to explore how the human brain processes information.

We introduce students to new ideas, perspectives and experiences with the goal of changing the way they think about the way they think. Students will explore how our environments, including personal interactions and media, influence our unconscious biases. They will learn how our minds utilize patterns to navigate the overwhelming stimuli in our complicated world, and how the results can be unconscious attitudes and beliefs that run counter to our conscious attitudes and beliefs.

When students understand the science of implicit bias, they are better equipped to identify, confront and explore their own.