Pacific Grove Unified School District

Bias Response Professional Development
WORKSHOP OVERVIEW

Objective: _To provide legal and practical foundation for addressing and responding to bias incidents and creating a sustainable approach to system-wide practices based on a framework and internal accountability_

Format: _Five (5) sessions (October through February)_

Facilitators: _Sarah Kaatz, Attorney and Dr. Brandon Krueger, Education Consultant – Lozano Smith_

Methodology: _Presentation, Collaborative Discussion, Implementation Planning_

Topics:

Session 1 – Laying the foundation – Discrimination and Bias

Session 2 – A Framework for Responding to Bias Incidents

> ➢ **Prevention and Preparation** – Building an inclusive school community should be a continuous, year-round priority. Preparation is key so that you can act quickly when an incident takes place.
> ➢ **School Policies and Response Protocols** – Having clear policies and protocols when an incident occurs will make school administrator/designee response swift and effective.

Session 3 – A Framework for Responding to Bias Incidents (continued)

> ➢ **Reporting** – Building a culture of reporting incidents as a responsibility and contribution to a positive climate is essential.
> ➢ **Communication** – Prompt, intentional and specific communication with the school community is critical.

Session 4 – A Framework for Responding to Bias Incidents (continued)

> ➢ **Education and Healing** – Teaching students (age appropriate) about bias, its harmful effects and how to challenge it throughout the school year is an important step in prevention.
> ➢ **Assessing and Adjusting** – Reviewing each incident and response and recognizing the details, the impact, the outcomes and adjusting where needed is necessary for sustainability for bias response practices.

Session 5 – A Framework for Responding to Bias Incidents (conclusion)

> o **Stories from the field**
>> o **"What's working?"**
>> o **"What's not working?"**
>> o **"What's next?"**
> o **Wrap Up and Follow Up**