

Who Has Bias? Introduction to Bias: Module 1

Welcome

The WEEAC Virtual College is an online learning format designed for educators to participate in workshops that increase awareness in equity related topics. These courses will be self-paced and free of charge to all participants. The content aligns with the mission of the Equity Assistance Center grant funded by the United States Department of Education.

**All areas highlighted in Gray are video and document links that can be activated by clicking on the active link. The videos work best in the Google Chrome Browser. If your computer is set to open in different browsers you might have to copy and paste the url address into Chrome to view open the link.*

Your Instructor

Western Educational Equity Assistance Center (WEEAC)

This module is from a full course developed by the Western Educational Equity Assistance Center (WEEAC). The content was prepared by Dr. Darlene Sampson, Equity Coordinator with the Western Educational Equity Assistance Center. Watch the introduction video below to get to know Dr. Sampson.

Contact Information

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Communication Policy

If you have any questions, feel free to reach out via email or phone.

Professional Development Units

The suggested amount of Professional Development Units for this course is 5 contact hours. MSU Denver will issue a certificate of completion and it is at the discretion of state licensing agencies, school districts, or local educational agency to recognize completion for professional development credits.

When you complete all course requirements please go to the links below to register for your completion certificate and provide feedback on the course.

Certificate Requirements - click to activate

Please fill out the following registration form in order to receive a completion certificate

Feedback survey - click to activate

Please fill out the following exit survey to provide feedback on this course.

***Please note that this module was originally recorded. All links referred to by the instructor will be embedded in this document for use.**

Instructor Information

[Dr. Darlene Sampson - Click for introduction video](#)

General Course Overview

The origins and perceptions around explicit and implicit bias will be explored and interrupted in this online training module. Participants will be given permission to step into bias states as we commit to changing bias across multiple systems and individual behavior. Anti-bias tools, reflection, and assessment will support participants in identifying and changing negative narratives.

[WHO HAS BIAS? WE ALL DO! – General Course Overview Video](#)

Section 1: Course Introduction

[Exploring the Foundations of Bias and the work we must do to change it! Video](#)

Module Goals

In this module, you will learn how to:

- Arm yourself with the knowledge that everyone has biases.
- Step into biases, dissect them, stay conscious of them, and eliminate them.

Section 2: Introduction to Bias

Overview

In this intro lesson, we will start exploring the foundations of bias and the work we must do to change it!

[Some Shared Agreements Specific to Equity Work- Video](#)

Next Steps

When ready, continue to section 2.

Section 3: Review

In this module, you learned how to:

- Arm yourself with the knowledge that everyone has biases.
- Step into biases, dissect them, stay conscious of them, and eliminate them.

Next Steps

When ready, continue to Module 2.

Who Has Bias? Naming Our Biases: Module 2

Welcome

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Module 2: Overview

In this module we will lay a foundation for this training by providing real life examples of bias utilizing the experiences of some of my colleagues from the Western Educational Equity Assistant Center. My colleagues and I will provide examples of biases that have been directed toward us, and authentically share biases that we have had to name and dismantle. As you hear the authentic experiences of my colleagues, perhaps this will assist you in identifying your own biases, and hopefully you will receive additional information about specific types of individual and systemic biases we must confront.

Module Goals

In this module, you will learn how to:

- Identify your own biases with clarity and focus.

Module 2 Introduction

[Naming Our Bias Overview - Video](#)

Section 1: Lesson: Naming Our Bias

Overview

In this video lesson, we will start by naming our biases. We will then explore the different types of biases, and why we have unconscious biases. Finally, we will learn about biases in systems and structures.

Part 1

[Naming Your Biases: Part 1 - Video](#)

Part 2

Types of Biases

[Naming Your Biases: Part 2 - Video](#)

Next Steps

- Complete the activity table in Module 2
- Review all of the information in this module which includes:
 - Bias type
 - The differences between preferences and biases
 - Biases in Systems and Structures
 - Bias in Native American Health Care Systems

When ready, continue to the next item.

Section 2: Review & Reflect

Review

In this module, you learned how to:

- Identify your own biases with clarity and focus.

Reflect

You have heard some of my equity colleagues honestly share their experiences. What did you think? What biases must you identify and face?

[Reflection - Video](#)

Next Steps

When ready, continue to Module 3.

Who Has Bias? Hidden Biases: Module 3

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Module 3: Overview

Don't forget that there are so many biases explicit and implicit. This brief assessment titled, Hidden Biases, is simply a tool to help you think differently about some forms of bias.

Module Goals

In this module, you will learn how to:

- Identify your own biases with clarity and focus.

Module 3 Introduction

[Introduction Self Reflection - Video](#)

Section 1: Hidden Biases

Overview

In this video lesson, we will learn about hidden biases and then each member will take a hidden biases assessment.

Please click on the Hidden Biases Assessment here referred to by your instructor.

[Hidden Biases Assessment- Click to activate](#)

Next Steps

When ready, continue to the next section.

Section 2: Review & Reflect

Review

In this module, you learned how to:

- Identify hidden biases by taking a Hidden Biases Assessment.

Reflect

[Reflecting on your Hidden Biases Assessment - Video](#)

Next Steps

- Jot down and answer the reflection questions in Module 3

When ready, continue to Module 4

Who Has Bias? The Brain on Bias: Module 4

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Module 4: Overview

In this module, we will start learning about conscious bias.

- We will learn that: "We don't see things as they are. We see things as We Are" ~ (Author Unknown)

Module Goals

In this module, you will learn how to:

- Identify the connection between the brain and bias.

Module 4 Introduction

[Introduction: The Brain on Bias - Video](#)

Section 1: We Are Wired for Bias!

Overview

In this video lesson, we will try and answer the questions: What does “We are Wired for Bias mean?”

Our brains are constantly receiving a flurry of information and experiences that we tend to categorize or make sense of as we go about our daily lives. As our brains take in all of this information, the brain may be entirely wrong!

Next Steps

When ready, continue to the next section.

Section 2: An Introduction to Unconscious Bias

Overview

Watch the following video explaining unconscious bias and how to avoid it.

[An Introduction to Unconscious Bias - Video](#)

Next Steps

When ready, continue to the next section.

Section 3: Review & Reflect

In this module, you learned how to:

- Identify the connection between the brain and bias.

Reflect

[Reflection on “Bias on the Brain” Video](#)

- How can our patterns of interacting impact unconscious bias and equity?
- What inclusive habits will you include in your equity journey?

Next Steps

When ready, continue to Module 5.

Who Has Bias? Stepping into Bias: Module 5

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Module Overview

In our last module, we are asking you to make a commitment to further dissect your biases by using the acronym ADMIT.

Acknowledge

Deconstruct

Modify

Invoke

Transform

Module Goals

In this module, you will learn how to:

- Identify information you need to consciously step into your biases and take action to change them.

Module 5 Introduction

[Introduction: Stepping into Bias/Developing a Plan of Action - Video](#)

Section 1: Lesson - Stepping into Bias

Overview

This video lesson is designed to help you step into your biases. You will not finish this work, as it is an ongoing process; however, you now have more information to prepare you for your journey.

[Stepping into Bias - Video](#)

Next Steps

- Identify two biases you have identified.
- Utilize the **ADMIT** acronym to challenge your biases
- Complete the final video in Section 2 (Overcome Our Bias), which will also assist you in identifying and challenging your biases

When ready, continue to the next section.

Section 2: How to Overcome our Biases?

Overview

Our biases can be dangerous, even deadly — as we've seen in the cases of Michael Brown in Ferguson, Missouri, and Eric Garner, in Staten Island, New York. Diversity advocate Vernā Myers looks closely at some of the subconscious attitudes we hold toward out-groups. She makes a plea to all people: Acknowledge your biases. Then move toward, not away from, the groups that make you uncomfortable. In a funny, impassioned, important talk, she shows us how.

[Overcome our Bias - Video](#)

Next Steps

When ready, continue to the next section.

Section 3: Review & Reflect

In this module, you learned how to:

- Identify information you need to consciously step into your biases and take action to change them.

Next Steps

When ready, continue to Course Completion

Section 4: Course Completion

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