



PDAC
IPSD 204

September

***Unpacking the “Invisible Knapsack”
Students Bring to School:
Understanding Implicit Bias & Advantage***

Parent Diversity Advisory Council (PDAC)

To advance District 204's commitment to equity and educational excellence.

AGENDA

Date, 7:00-9:00 PM

Understanding Advantages and Disadvantages of All Students

7:00	Sign-In Welcoming Remarks, Norms Communication Protocols PDAC Promise
7:15	Community Engagement Mike Raczak
7:20	Understanding Implicit Bias, Advantages and Disadvantages Activity Rachael Mahmood
8:40	Educational Equity Ivette Dubiel
8:50-9:00	Wrap Up and Announcements

Meet the PDAC Leadership Team

Saily Joshi, Chair

Megan Narofsky

Karen Zatz

Stacie Haen-Darden

Rachael Mahmood

Rahman Khan

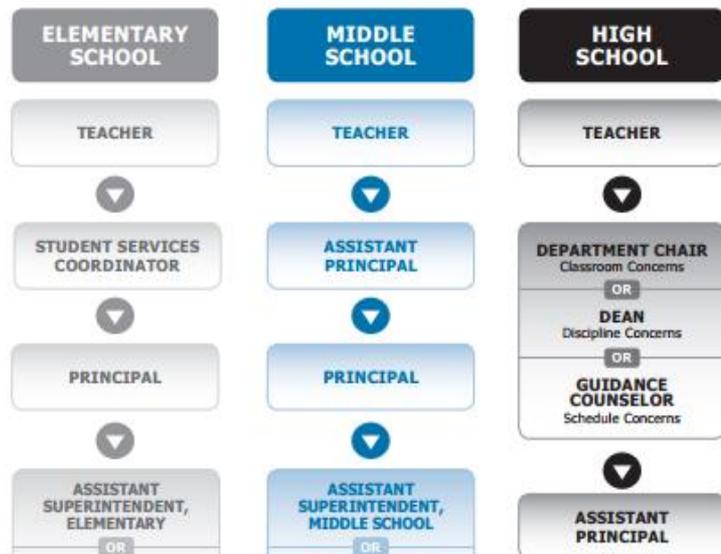
Ivette Dubiel

Cathy Piehl (Advisor)

Mike Raczak (Advisor)

WHERE TO GO IF YOU HAVE A CONCERN

Generally speaking, questions or concerns should first be discussed with the staff member who is closest to the situation. It is always best to follow the chain of command to ensure that all parties involved are properly informed of the situation. Parents should expect a response from the staff person listed, or his or her designee, within one business day to discuss their concern.



The Mission of PDAC

***To advance District 204's
commitment to equity and
educational excellence.***



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PDAC Promise

PDAC promises to engage in active conversation concerning issues that are important to you.

We promise to stand along side you when you need an advocate.

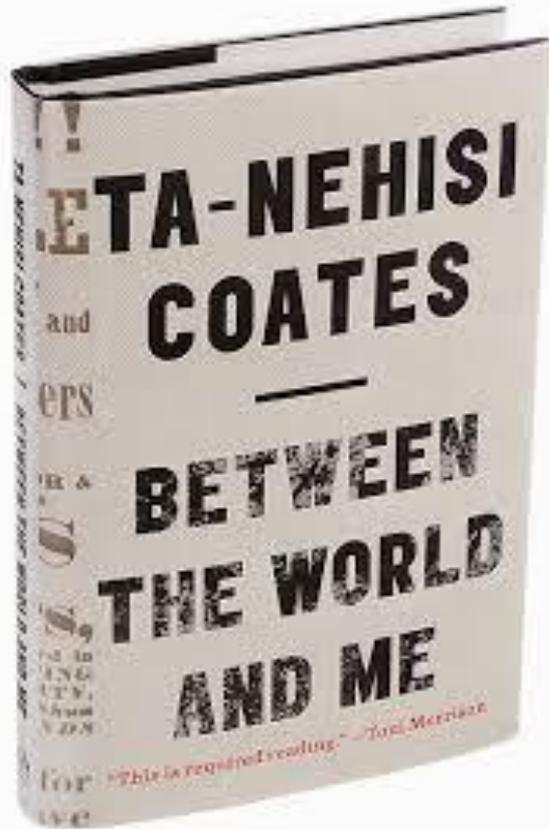
We promise to work with the district to ensure all families and students in our community feel welcomed in their respective school building and in their classrooms.

We promise to continue to bring awareness to the meaning of equity.

And most importantly we promise to advance District 204's commitment to equity and educational excellence always.

PDAC Book Study:

Between the World and Me



In a series of essays, written as a letter to his son, Coates confronts the notion of race in America and how it has shaped American history.
-GoodReads.com



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“You can never leave footprints that last if you are always walking on tiptoe.”

Leymah Gbowee.
Liberian peace campaigner and Nobel Prize winner

NORMS

Be on time

Stay on task

Be relevant...it's about equity

Be honest

Be open

Be respectful



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Opening Our Heads... Opening Our Hearts

- We are all on our own personal journey of self-improvement.
- We are all in different places in our understanding of bias and willingness to change our behaviors.
- We may hear things we don't agree with.
- We are here to have open dialogue and to learn, so that we can better our children's educational experiences and opportunities.
- We commit to opening our minds to the ideas presented.

Unpacking the “Invisible” Knapsack

Students Bring to School: Understanding Implicit Bias & Advantage

Dr. Rachael Mahmood

LABELS

Choose a label from the table.

A label that doesn't describe a part of you.

Wear it.

What is Implicit Bias?

THOUGHTS IN LESS THAN
A HALF SECOND

ALMOST UNLIMITED
BRAIN POWER

IT HAS 200,000 TIMES MORE BRAIN
PROCESSING POWER THAN THAT
OF THE CONSCIOUS



THE UNCONSCIOUS IS DRIVEN
BY INTUITION, EXPERIENCE, THE MEDIA
AND OUR UPBRINGING







MEDIA



WHAT IS THE FIRST IMAGE THAT COMES TO YOUR MIND?

Scientist



Kindergarten
Teacher



Slave



Family



Soldier



Doctor



The “Invisible Knapsack”

Here is my knapsack that I carry upon my back,

It is filled with what defines me, but the contents you can not always see.

It wraps around my shoulders and presses down upon my life;

It can be an instrument used to gain success or a restraint causing my strife.

Everyone carries a knapsack, but only some have the preferred contents inside

Those are the ones who have more opportunity to get a better ride.

-Rachael Mahmood

LABELS Revisited

Personal Reflection: What positive and negative factors did you consider when choosing your label?

How much of your choice was based on the implicit bias that you hold about certain groups?

How did it make you feel to wear this label? How would people from this group feel overtime?

Which labels are left? Why do you think those labels were left?

Unpacking Your “Knapsack”

Fill in the “How advantaged are you?” survey.

Private Reflection: What are some of the advantages you/ your family have in our community? What are some of the disadvantages you/your family have in our community?

Group Discussion: How do your advantages impact your relationships with school/your child’s education? How do your disadvantages impact your relationships with school/your child’s education?

Characteristics that Advantage/Disadvantage Students

Race Family

Gender

Religion

Ethnicity

Abilities/ Disabilities

Sexual Orientation

Body Size

Language

Passing

Socio-Economic Status

Place of Birth

Parents' Level of Education



Josh's Story

As you listen to Josh's story, how has implicit bias shaped the advantages and disadvantages he faced as a student in our schools?

Implicit Bias Can Advantage or Disadvantage Our Students

So, Now That We Know This... What Do We Do About it?

Challenging Our Implicit Bias...

Creating More Advantages for All

1. Slow down- avoid making decisions about people when you are rushed, tired, busy
2. “Individuate”- Expand your social networks to those who are different from you
3. Hold yourself and others accountable for bias remarks/decisions
4. Counteract negative images/ stereotypes of groups of people (media)
5. Examine policies and practices that advantage some and disadvantage others.

How to overcome our biases?

Walk boldly toward them...

-Verna Meyers

JOIN US NEXT TIME...

November 7th
7:00-9:00 pm
CEC

Understanding and Addressing Race Advantages

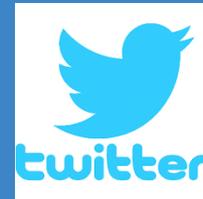
How do students' race advantage or disadvantage them in school?

***Until then, keep in touch with us via
Facebook and Twitter***



Parent Diversity
Advisory Council
- pdac ipsd 204

@pdac_ipsd





We are proud to partner with these local businesses that support PDAC and its mission!



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