

# Welcome

The New York City Department of Education (NYCDOE) is committed to ‘Advancing Equity Now’ through the meaningful development of each of its educators. Tens of thousands of educators, collectively shaping the lives of over 1.1 million students in the largest school system in the country, have begun connecting, sharing, and learning from one another through our Implicit Bias (IB) Awareness Workshop.

Our ambitious goal of reaching over 130,000 school-facing staff members is unprecedented in scope, yet represents just the **beginning of our collective journey** as a school system. This commitment will be realized by developing supportive and inclusive environments where students’ intellectual, social, and emotional well-being are safeguarded by every adult who comes in contact with students and families; especially by ensuring that students are nurtured in every aspect of their development.

The five-hour IB workshop, created by the Office of Equity and Access (OEA) with the support of nationally recognized Perception Institute, represents the first of a 3-phase implementation model. Phase 1, the IB workshop, stands as the **foundational touch-point** of NYCDOE’s organizational priority of deepening and expanding our shared commitment to equity and excellence. The purpose of the day of learning is to build a shared understanding of key terms and definitions around implicit bias, reflect on the implicit biases that each of us holds, and actively practice strategies for mitigating the impacts of implicit bias and interrupting their effects on people, systems and structures, policies, and practices.

In Phase 2, the OEA team actively works to **build institutional capacity** within and across the NYCDOE by partnering with cohorts of district leadership and their respective school leaders to offer professional learning sessions intended to deepen levels of knowledge and skills necessary to lead the work and develop others. Finally, in Phase 3 we work closely with districts and identified ‘incubator’ schools along with their equity teams to **cultivate opportunities to incubate** research based policies and practices gleaned from emerging equity lens. OEA supports and develops teams’ capacities to utilize the root cause process to analyze disproportionality and disparities in data and examine the beliefs and assumptions undergirding existing policies and practices that inform the design of action plans for resolving the identified problems of practice.

**This guide is designed to serve as a tool to support your** reflections on the foundational learning from the IB session. Included in this document are hands-on resources, activities, and protocols for deepening your individual practice and collective efficacy as school and district teams.


We are grateful to have your wisdom and ongoing dedication to the students of New York City Public Schools. Join us in continuing to use the lens of the ‘mirror’ in examining and interrogating how our own implicit biases, beliefs and assumptions impact outcomes and trajectories for each and every one of our 1.1 million students under our watch.

In deep appreciation,

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