

## **Implicit Bias and the Four Dimensions of Racism Workshop Outline**

Implicit Bias and the Four Dimensions of Racism is a training that has been used widely in Humboldt County by the Equity Alliance of the North Coast with schools, non-profits, and other organizations including Equity Arcata, a partnership between Humboldt State, the City of Arcata, and local businesses working to make Arcata safe and inclusive for all folks, especially students and community members of color.

The purpose of this learning session is to develop an understanding of the sources of racialized inequities, to develop the knowledge and skills to address them, and to identify tools for change.

During this 8 hour training, the group will learn a shared language used by others in the region to talk about race and racial equity. We will explore the concepts of implicit bias and the dimensions of racism that include internalized, interpersonal, institutional, and systemic racism. We will move beyond racism on the interpersonal level to see how it plays out in our institutions and systems. We will discuss and strategize how to actively work against racism in all of these dimensions.

Portions of the program will be instructional while others will be interactive and offer opportunities to ask questions as well as to reflect individually, in pairs, and in small and large groups.

### **Plan:**

- Pre-Survey
- Welcome, Agenda, Agreements, Introductions
- Possible Responses to this Work
- Why Focus on Race?, Race and Citizenship
- Common Language
  
- Internalized Racism
  - Implicit Bias versus Explicit Bias
- Interpersonal Racism
  - Microaggressions
- Institutional Racism
  - Bias in the Workforce
  - De-Biasing Techniques
- Structural Racism

- Systems of Advantage
  - School to Prison Pipeline
  - Redlining
- Choice Points: Opportunities to Act
- Communicating About Racism -- ACT
- Breaking versus Bridging
- Wrap-Up and Key Takeaways
- Post-Survey