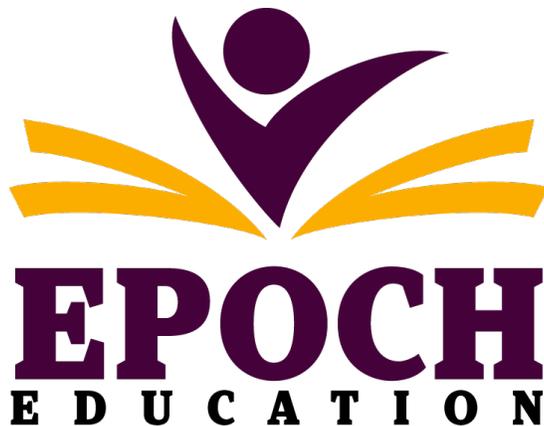


Getting Explicit About Implicit Bias

August 31, 2019

School Administrators of Iowa

Presenter:
Nancy Dome, Ed.D





Dr. Nancy Dome

Founder & CEO

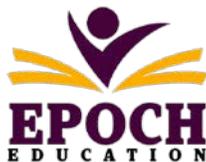
Embracing Culture – Cultivating Competence

Dr. Nancy Dome has been supporting children to overcome their barriers and developing educators for over 20 years. Starting her career as a Child Care Worker, she has always had a strong desire to support those students most at risk. Realizing the education track would allow her greater flexibility and reach than the social services track, she reeducated to become a teacher and spent 10 years working in multiple capacities, ranging from classroom teacher, Mentor Teacher and Teacher on Special Assignment, in the Juvenile Court and Community Schools in San Diego. Roles, which allowed her to train and support teachers in becoming more culturally competent educators for the diverse population they served.

Dr. Dome's passion for education prompted her to obtain her doctorate in 2004, which allowed her to secure a tenure track faculty position at CSUSM in the College of Education. There she spent 7 years working with future teachers to build their capacity in the classroom with a social justice focus, building their awareness around the necessity of being culturally competent. During that time, Dr. Dome coordinated a College of Education program that sought to identify racially under-represented undergraduates and support them in becoming teachers to help diversify the workforce.

In 2008, Dr. Dome accepted a position with Pacific educational Group as the Director of Online Programming where she developed online professional development opportunities for individual teachers and school districts. Realizing that online would provide a greater reach, she provided hundreds of educators with interactive and transformative curriculum that challenged and inspired them to work as advocates for their underrepresented student populations.

Today Dr. Dome continues her important work as Founder/CEO of Epoch Education who's primary charge is to provide current, accessible and transforming Professional Development for educators on the topics of Equity, Critical Race Theory, and Culturally Relevant Teaching and Learning to support educators develop the necessary cultural competencies needed to teach the growing diverse student body.



RIR PROTOCOL

Recognize It:

The objective is to get participants to question what they think, feel and believe about the statements. Three standard questions should be considered to prompt the conversation. Answering any one of these will get the conversation started.

1. What do I think about when I hear this statement?
2. How do I feel when I hear it?
3. What is my initial belief about the statement?

Interrupt It:

The objective is to practice using a series of targeted questions to dig deeper about the thought/feeling/belief and counter the statement thoughtfully to “interrupt” the dialogue in a compassionate manner.

Sample “Interruptions” might include: Tell me more....; share a personal story that offers a different perspective; or share how the statement made you feel when you heard it.

Repair It:

The objective is to come up with actionable steps that people can do to repair and broaden their awareness and understanding as related to the statement. Listed are three things individuals can do to “Repair It.”

Observe: What situation can you seek out and/or view that can help deepen your understanding of the situation?

Engage: What situation can you seek and/or what dialogue with specific people/professions/races etc. can you have to understand the varying perspective?

Read: What specific authors, books or categories of information can you research to expand your knowledge?



RIR PROTOCOL ACTION PLAN

Recognize it....

Personal: _____

Professional: _____

Interrupt it....

Personal: _____

Professional: _____

Repair it....

Personal: _____

Professional: _____
