

Substitute Teachers PLDay
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FCPS Equity Priority (Cultural Proficiency) Stereotypes and Biases

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Content Focus

- Discuss the FCPS equity initiative (cultural proficiency).
- Consider how perception, stereotypes, and bias influence the way we meet the needs of those support.
- Discuss stereotypes and bias; and the influence have on the work we do with others.

Norms

- Take risks
- Listen, share and engage with positive intent
- Be willing to surface and explore unconscious and values
- Respect the personal opinions, experiences, and worldview of others
- Be willing to think about issues and situations with a new expanded perspective

When establishing a relationship
what is an essential action/first
step?

Relevance (Aspirational Goals)

Goal 1 FCPS will equip each and every student to be an empowered learner and an engaged citizen to achieve a positive impact in the local and global community.

Goal 2 FCPS will hire, support, and retain staff who champion individual, professional, and student excellence.

Goal 3 FCPS will pursue and utilize all resources strategically and responsibly to achieve identified outcomes and inspire public confidence.

Goal 4 FCPS will nurture relationships with families and the entire community, sharing responsibility for student success and demonstrating pride in all aspects of our school system.

Goal 5 FCPS will promote a culture fostering wellness and civility for students and staff.

Cultural Proficiency is...

“Cultural proficiency is the values, principles, attitudes, behaviors, policies and practices in an organization or individual that enable him/her or the organization to work effectively across cultures. It is a developmental process that evolves over an extended period. Cultural Proficiency is an inside-out approach that influences how people relate to their colleagues, students, clients and community.”

NuriRobins, Lindsey, Lindsey, and Terrell (2012)

The will and the ability to form authentic and effective relationships across differences.

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How do you define diversity?
How do you define culture?

Defining Diversity



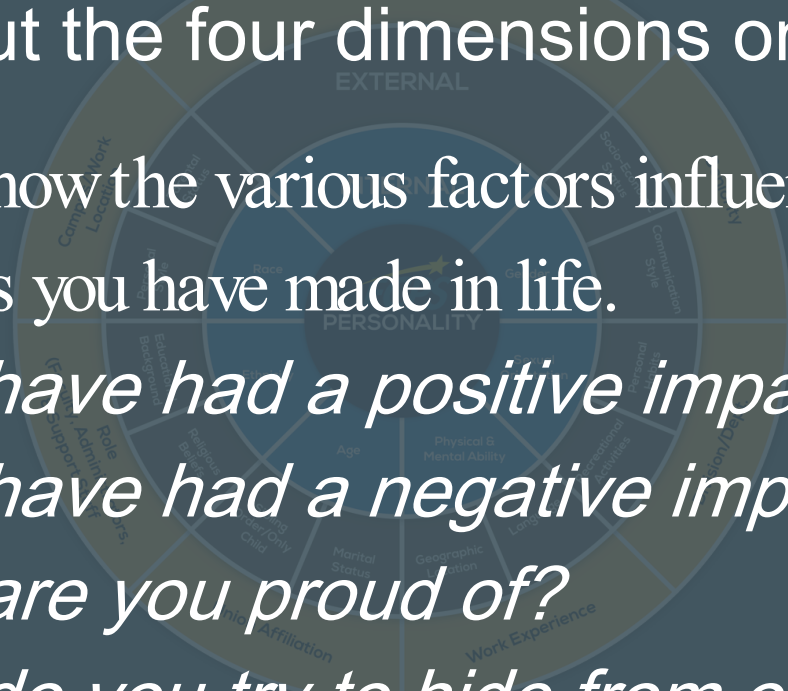
PERSONALITY This includes an individual's likes and dislikes, values, and beliefs. Shaped over a lifetime.

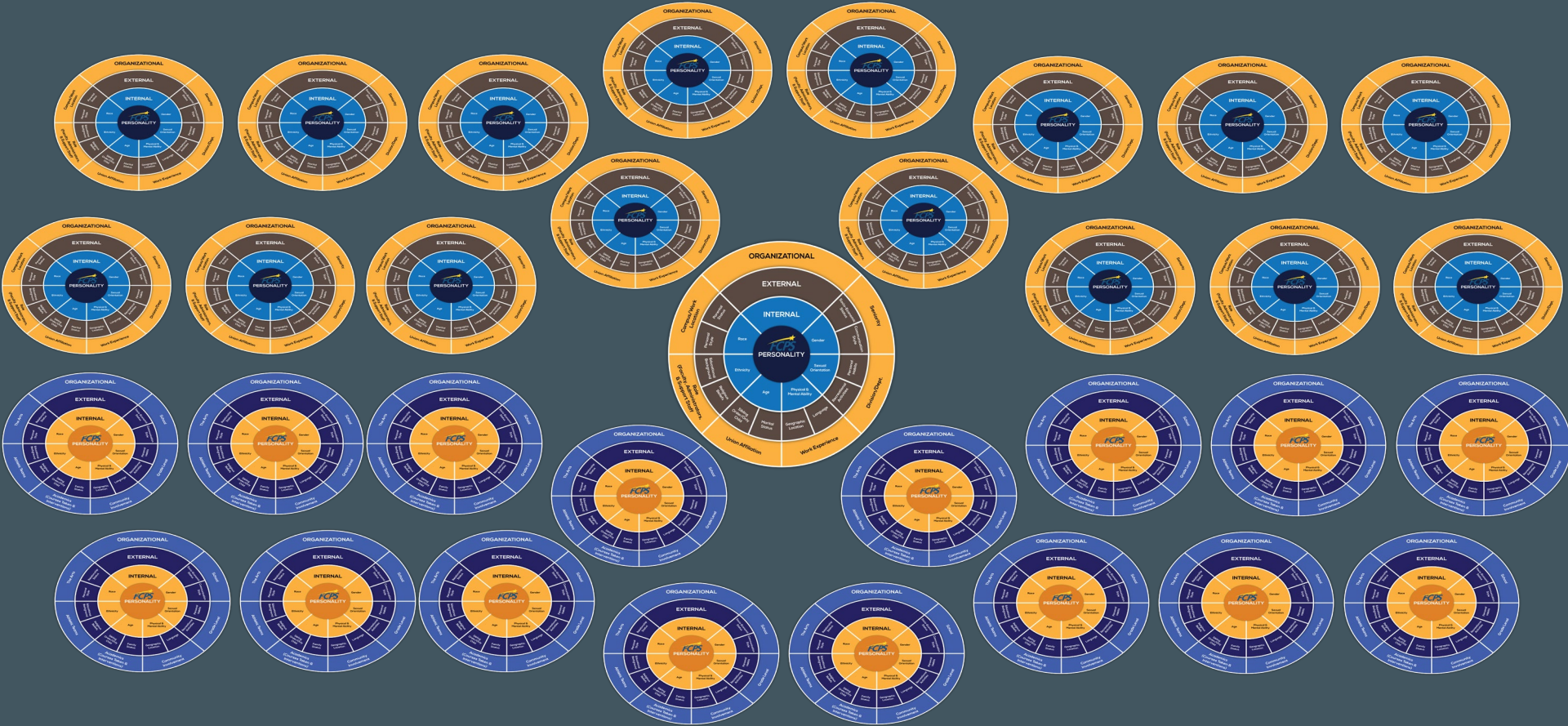
INTERNAL DIMENSIONS These include aspects of diversity over which we have no control. Large differences exist between and among divisions which many divisions between and among exist.

EXTERNAL DIMENSIONS These include aspects of diversity over which we have some control over, but which might change over time, and which usually serve as the basis for decisions on careers and work assignments.

ORGANIZATIONAL DIMENSIONS This layer concerns the aspects of culture found in a work setting.

Reflect and Share

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- Think about the four dimensions on the diversity wheel
 - Think about how the various factors influence the choices and decisions you have made in life.
 - *Which have had a positive impact?*
 - *Which have had a negative impact?*
 - *Which are you proud of?*
 - *Which do you try to hide from others?*



Reflect and Share

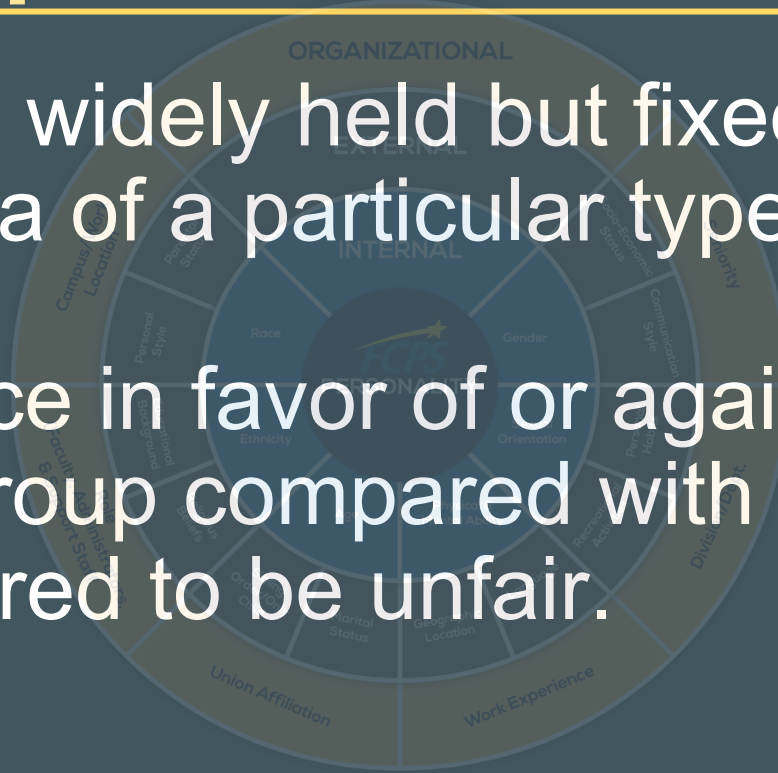
➤ Have you ever felt misunderstood by someone?

➤ Have your words or actions ever offended someone?

Stereotypes and Bias

Stereotype a widely held but fixed and oversimplified image or idea of a particular type of person or thing.

Bias prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.



“When examining [individual] experience, perception is reality.”

Hewlett, Rashid, Sherbin (2017), Harvard Business Review

Cultural Proficiency Continuum

Focused on Behaviors and Perceived Motivation Others			Focused on Personal Behaviors and Motives		
<h2>We are all at different places on the Cultural Proficiency Continuum.</h2>					
<p><i>"When we redistrict we can get rid of THAT neighborhood!"</i></p>	<p><i>"The apple doesn't fall far from the tree."</i> <i>"Another generation never leave the trails park."</i></p>	<p><i>"Just don't recognize their religion. We don't want to offend."</i> <i>"I'm not prejudiced. I don't see color."</i></p>	<p><i>"Diversity and equity is covered through our human resources department."</i> <i>"Make sure you do an activity for Women's History month."</i></p>	<p><i>"I think it is interesting to look at another's perspective through another lens."</i></p>	<p><i>"With the addition of _____, our team dynamic has become richer. Other team members are learning great deal from him."</i></p>



Important to FCPS and Community

With over 5,000 employees, FCPS serves 42 students and their families. As a school system, our actions impact our community.

The equity initiative (cultural proficiency) impacts understanding and goodwill toward others through partnership in education, business, and professional persons united in the ideal of service to the Fredericksburg Community.

Thank you!

Questions,
Comments,
Thoughts

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