




BIAS IMPACT RESPONSE
TRAINING FOR
K-12 EDUCATORS &
ADMINISTRATORS,
SUPPORTERS AND
ADVOCATES

CONTACT

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AMBDavis Equity Coaching

RISE (Recognize, Interrupt, Support, & Educate)

K-12 Bias Impact Response Training Series

Three-part professional learning series that explores foundational concepts in EID (equity, inclusion & diversity) and effective responses to identity-based bias incidents and interactions in the classroom. The RISE training series offers K-12 administrators and educators an interactive and experiential opportunity to learn and practice in a protected, co-created space.

RECOGNIZE & INTERRUPT

Training 1: Recognizing and Responding to Microaggressions (and Other Biased Behavior)

Part 1: Engage in collective learning about commonly (and uncommonly) known EID terms, definitions and concepts to increase ability to recognize interactions, statements and behaviors that can impact students, colleagues, and the learning environment

Part 2: Explore ways to interrupt and provide real-time response to microaggressions and other identity-related interactions that can negatively impact the learning environment.

SUPPORT

Training 2: Bias Impact Response in the Classroom

Bias Impact Response: A Transformative Option paired with scenario practices and Q&A! Build your foundation for effective, identity-related bias impact response and support. Practice people-centered, restorative responses to incidents and interactions that occur in the classroom and school. Interact with real-life K-12 scenarios to practice impact identification, solution finding, community care, and shared accountability!

EDUCATE

Training 3: Navigating the "What's Next?": Follow Up, Education, and Change

Identity-related bias incidents and interactions can disrupt learning and the educational environment. When the "dust settles" we want to move forward in healthy and meaningful ways. It is especially important to remember the role of follow up, education and tangible change in impact response (and EID efforts in general). With real-life scenarios as a focal point, participants will draw upon self-reflections, collaborative learning, and personal experience to explore ways to (re)establish trust, a sense of psychological safety, and belongingness.



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Intercultural Development Inventory (IDI)

What is the IDI?

The Intercultural Development Inventory (IDI) offers a research-proven option for assessing and developing “capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities”--or intercultural competence.

How does the IDI support meaningful bias impact response?

The IDI offers insight into your personal ability to navigate cultural difference. This kind of self-awareness is critical to developing personal/professional cultural understanding that supports effective identity-related bias impact response.

What to Expect

The IDI is a 50-item, online questionnaire that takes between 15-20 minutes to complete. Once completed and submitted, your qualified administrator (QA) and coach will generate your report. 24-48 hours prior to your scheduled debrief and coaching session, you will receive a copy of your report and personal development plan template. In order to receive results, participants must schedule a debrief.

Your IDI experience includes:

- An individual IDI assessment and results;
- One 1.0 hour individual debrief coaching session;
- Individualized Intercultural Development Plan (IDP)
- Options for group profile and debriefs

Learn More about the IDI

- [An Introduction to the IDI](#) (3:28)
- [Workplace Impact of the IDI](#) (4:27)
- [12 Reasons to Use the IDI](#)



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EXAMPLE

2022-2023 Schedule*


Date/Time	Session
December 2, 2022	Recognize & Interrupt Recognizing and Responding to Microaggressions (and Other Biased Behavior) (2.5-3.5 hours)
February 2, 2023	Support Bias Impact Response in the Classroom (2.5 hours)
June 7, 2023	Educate Navigating the "What's Next?": Follow Up, Education, and Change (2.0 hours)
January-December 2023	IDI Small Group Cluster Debrief Sessions (1.0 hour)

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