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SDCOE Webinar Series: Enhancing Equity with SEL

Session 1 • November 18th • Understanding Implicit Bias in the Context of SEL

Session 2 • December 2nd • Centering Equity in Adult SEL

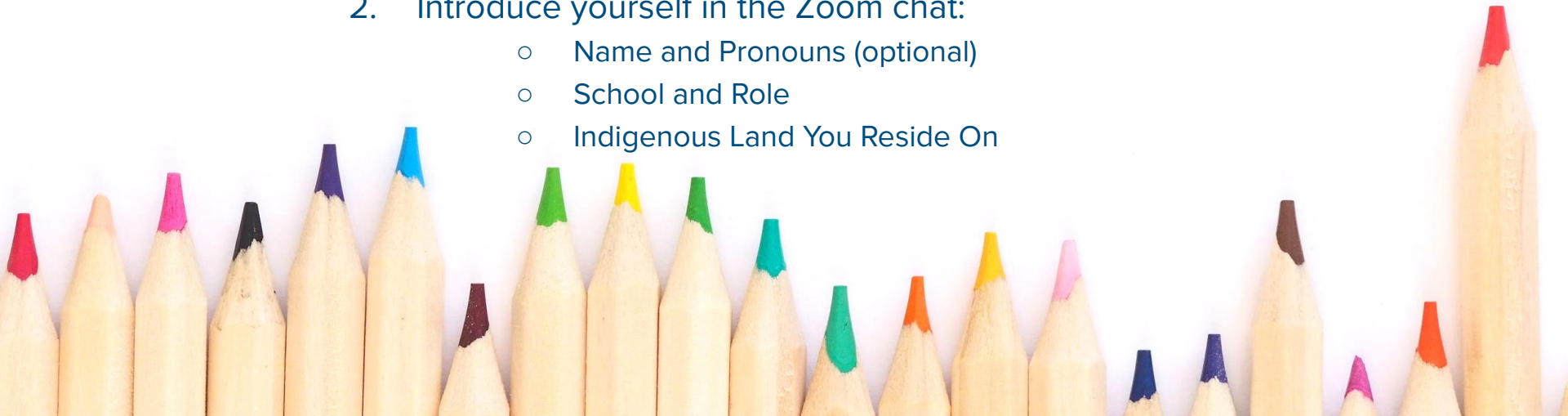
Session 3 • December 9th • Understanding Trauma-Informed Care Through an Equity Lens

WELCOME!

Understanding Implicit Bias in the Context of SEL

As you settle in,

1. Prepare any materials that support your learning
2. Introduce yourself in the Zoom chat:
 - Name and Pronouns (optional)
 - School and Role
 - Indigenous Land You Reside On



Before We Begin

- **This webinar is being recorded!** You will receive the recording, resources and certificates in a follow-up email within the next two days.
- **All attendees are in listen-only mode** (no videos either), but feel free to ask any questions via the **Q&A** tool or share comments via the **Chat** feature.
- We will be **sharing links to the resources in the chat**, feel free to let our team know if you need anything.

Agenda

- Introductions
- CASEL 2020 SEL Definition + Updates
- Understanding Implicit Bias with Dr. Dorsey
- Q & A
- Additional Resources

Courageous Conversations



Speak your truth

Use “I” statements



Experience discomfort

Zone of proximal development

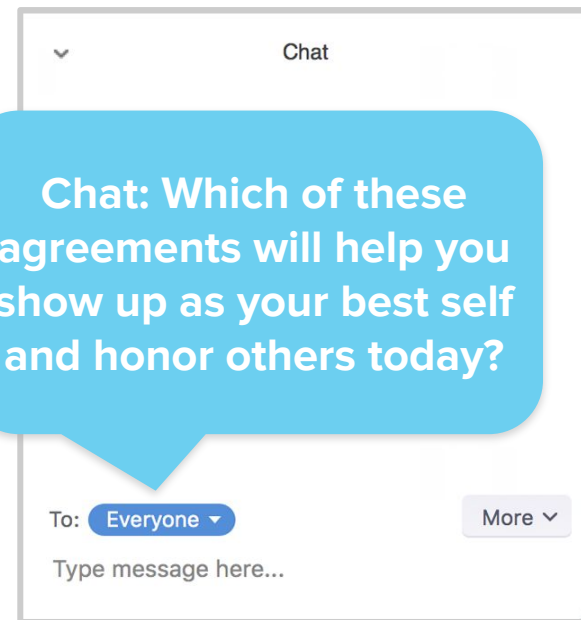


**Own intent vs.
impact**

Intentional language



**Expect and accept
non-closure**



“Courageous Conversations” by Glenn E. Singleton

Meet the Panelists

Kevin Snyder (he/his)

Outreach Director
Oakland, CA
Unceded Ohlone Land



Steven Dorsey Ed.D. (he/his)

Executive Leadership
Coach, Equity
San Diego, CA



Panorama Education

Our mission is to **radically improve student outcomes** by helping educators act on data and improve their practice



Social-Emotional Learning

measurement at district, school, classroom, and individual student levels



Student Success

MTSS data system, credit tracking, early warning system, tiered supports, and Intervention monitoring



Surveys for Students, Staff, and Families

focused on well-being, school climate, distance learning, equity, and inclusion

What is Social-Emotional Learning (SEL)?

Social and emotional learning (SEL) is an integral part of education and human development. SEL is the process through which all young people and adults acquire and apply the knowledge, skills, and attitudes to develop healthy identities, manage emotions and achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships, and make responsible and caring decisions.

SEL advances educational equity and excellence through authentic school-family-community partnerships to establish learning environments and experiences that feature trusting and collaborative relationships, rigorous and meaningful curriculum and instruction, and ongoing evaluation. SEL can help address various forms of inequity and empower young people and adults to co-create thriving schools and contribute to safe, healthy, and just communities.



Underlined phrases indicate 2020 CASEL updates

What Changed?

- **Equity:** Explicitly states how SEL can advance educational equity and excellence.
- **Agency:** Elevates identity, agency, and belonging as critical pillars of SEL.
- **Community:** Acknowledges the positive impact that SEL can have on building just communities through collective goal setting and making caring decisions.
- **Environment:** Emphasizes how environments, relationships, and broader contexts (e.g., societal realities, individual realities, socioeconomic status, family dynamics, cultural background, access to opportunities, and experiences in schools) shape learning and development.

Learn more: <https://www.panoramaed.com/blog/casel-new-definition-of-sel-what-you-need-to-know>

San Diego County Office of Education

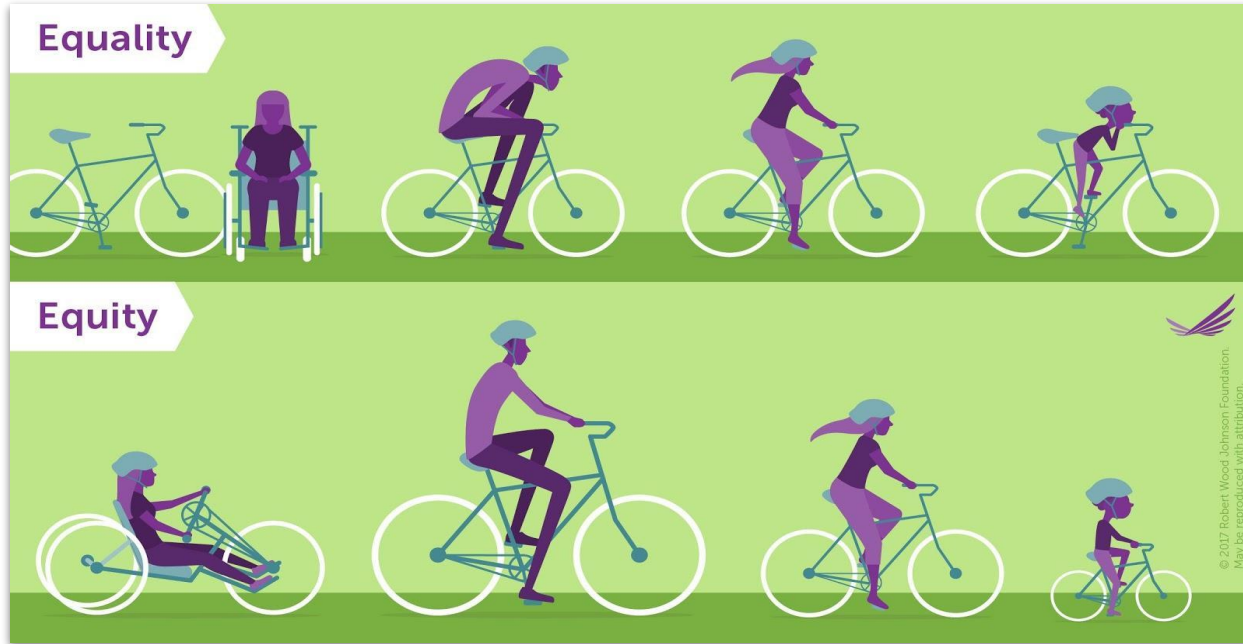
The mission of the SDCOE is **inspiring and leading innovation** in education.

We support...

- **502,785 Students**
- **24,287 Teachers**
- **799 Schools**
- **42 School Districts**
- **5 Community College Districts**



What is Equity?



Equity:
A commitment that each student receives what he or she needs to develop to their full academic and social potential

Equity Centered on the Learning Bridge



Identity

What do I understand about my own identity and situatedness- and how students may experience me?

Mindset

What is my own mindset and assumptions about student's ability to succeed?

Skills

What skills do I have, and which do I need to learn to meet the various needs of students?

Equity and Social Emotional Learning

Equity is... **Complex**

- Racism
- Sexism
- Ageism
- Diversity
- Inclusion
- Cultural Competence
- Ability and Size Discrimination

Stereotype Threat

Macro/Micro Aggressions

Systemic Oppression

- Agents of Oppression
- Targets of Oppression

Privilege

- Earned
- Unearned

Unconscious Mind/Implicit Bias

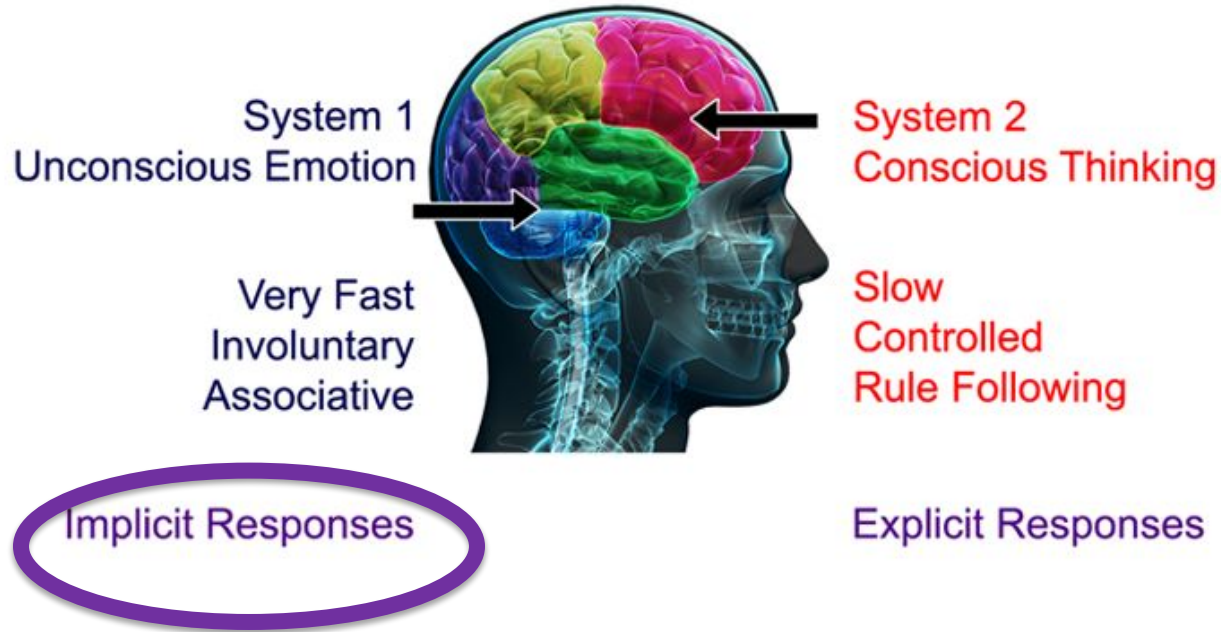
What is Implicit Bias?

im•plic•it bi•as /im `plisit `biəs/ : The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Activated involuntarily, without awareness or intentional control. Can be either positive or negative. Everyone is susceptible.



BIAS
IMPLICIT

Dual Systems Thinking



Implicit/unconscious bias is a product of **System 1 thinking**. We act on our implicit biases **without awareness**. They can undermine our true intentions and decisions.



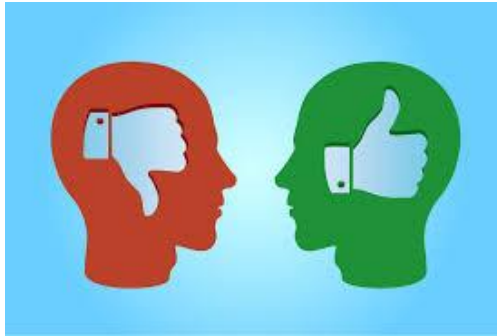
**“IF YOU HAVE A BRAIN,
YOU HAVE A BIAS.”**

- FEMI OTITOU

cbc.ca/tapestry

Equity-Bias and Social Emotional Learning avoiding the pitfall and the privilege

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylviaduckworth



5 Keys to Challenging Implicit Bias

1. Become aware of your biases so that you can interrupt them.
2. Study and teach colleagues about implicit bias.
3. Pay attention to gap-closing co-workers.
4. Stop tone policing.
5. Tune into implicit bias at your workplace.

<https://edutopia.org/blog/keys-to-challenging-implicit-bias-shane-safir>

**EXPRESS
YOURSELF**



Audience Q&A

If you haven't done so already, use the chat to ask your questions for Dr. Dorsey.



Chat



Raise Hand



Q&A

Panorama Feedback Poll

Feedback Surveys

- School Climate
- Family Engagement
- Teacher-Student Relationships
- Back-to-School

Student Success

- Whole Child Platform
- SEL, Academics, Behavior, Attendance
- MTSS Intervention Tracking and Reports

Social-Emotional Learning

- Aligned to CASEL Competencies
- Student & Staff Well-Being
- Equity Scales



Opportunity to Continue the Conversation

Join us for the rest of the webinar series to continue the conversation on SEL and Equity!

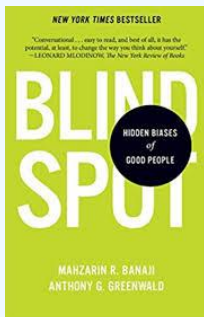
**Centering Equity in Adult SEL on
Wednesday, December 2nd at 1:30pm PT**

**Trauma-Informed Care Through an Equity Lens on
Wednesday, December 9th at 1:30pm PT**





- [Project Implicit](#)
- [The Blind Spot Banaji & Greenwald](#)
- [Learning Partnership Bridge](#)
- [SDCOE Equity Department](#)
- [Equity Conference 2021 Equity is Love in Action](#)
- [Aspiring Social Justice Ally Identity Development](#)



RESOURCES

- [Unconscious Bias in Schools Benson & Flarman](#)
- [Combating Unconscious Bias and Systemic Racism in Schools with Dr. Benson](#)
- [Panorama Equity and Inclusion Survey](#)
- [SEL & Equity Guide](#)
- [SDCOE Webinar Series Page](#)



Thank you!

Reach out to info@panoramaed.com with any questions or if you'd like to speak with a member of the Panorama team!