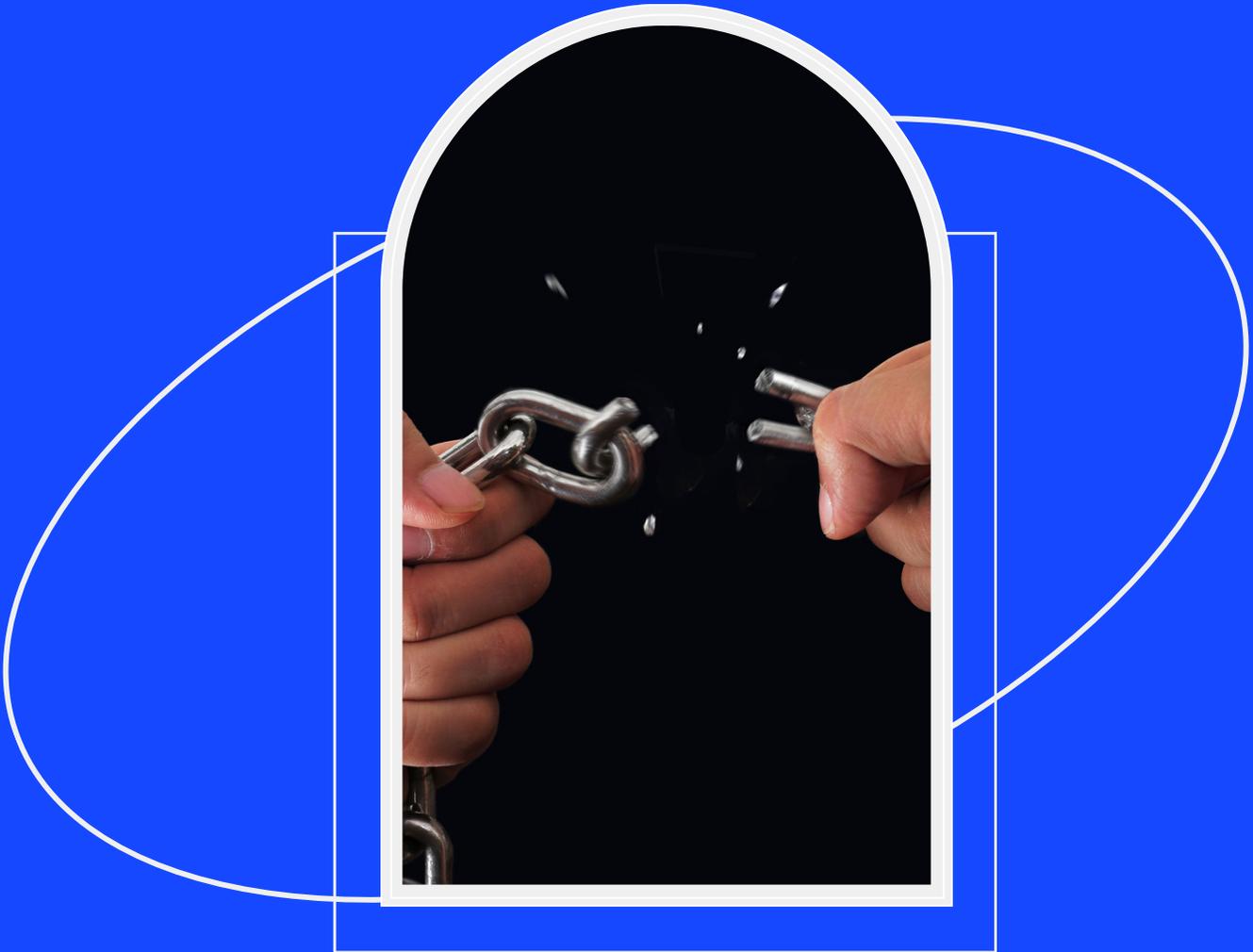




Mini-Course

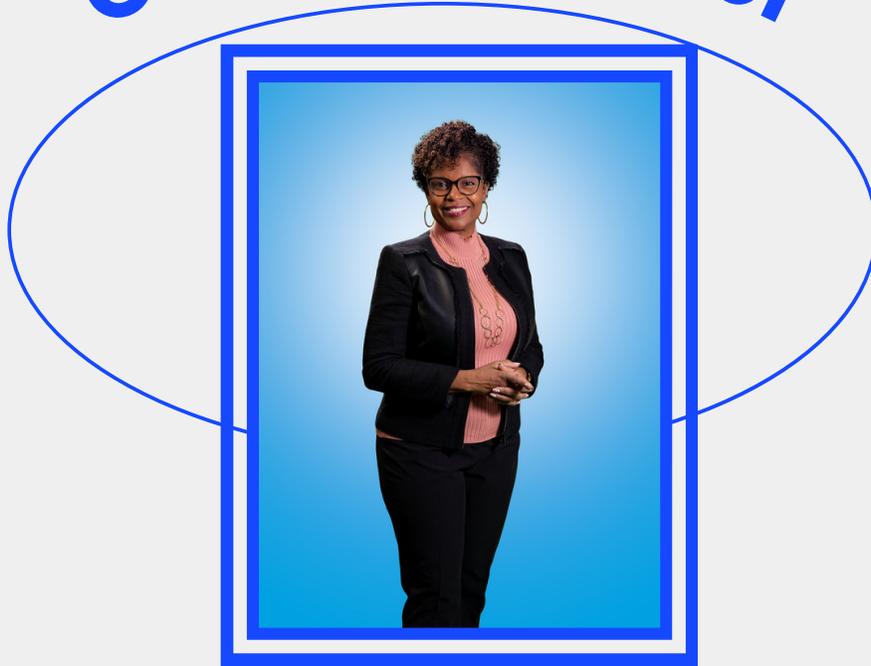


Introduction: Kickstart Your Journey to Breaking Up Bias in the Workplace

Your Organization's Ultimate Playbook to Navigating Differences & Nurturing a Culture of Belonging



Course Creator



Dr. Tonya Breland

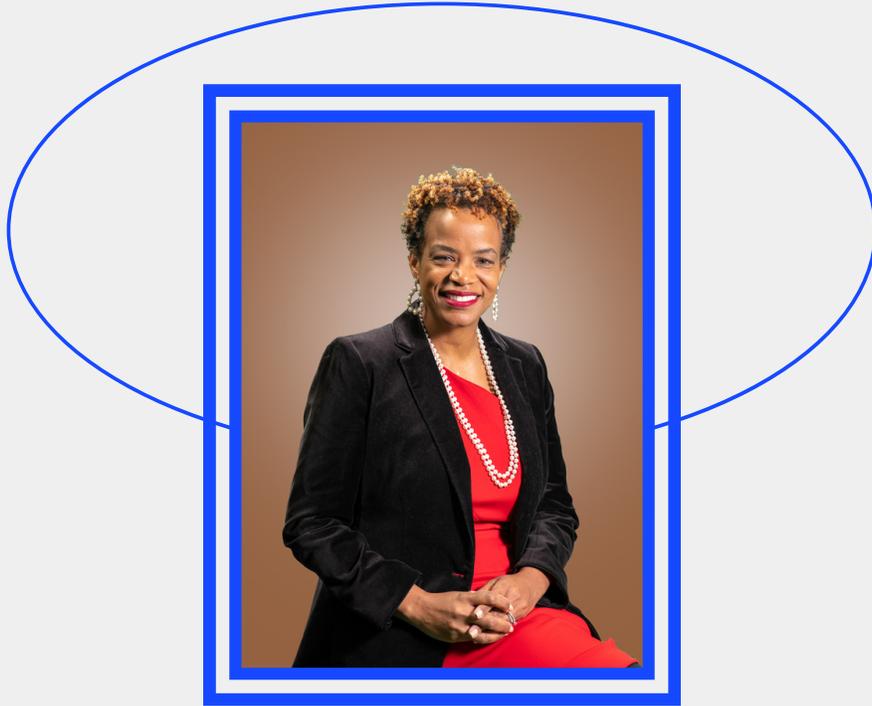
As a highly respected leader and National Award-Winning Milken Educator, my track record boasts successful leadership in high-quality initiatives, programming, and professional learning experiences. With a focus on equity, I've led initiatives at the New Jersey Department of Education, implementing research-based strategies to ensure equitable and culturally responsive practices, policies, and systems. My expertise extends to researching systems for equity and cultural responsiveness.

My keen ability to establish a clear vision and direction has enabled me to lead and engage diverse groups of stakeholders and forge impactful partnerships. Spearheading broad, rigorous, and innovative programming has been a cornerstone of my approach, driving performance and fostering collaboration among leaders and professionals.





Course Creator



Dr. Erika Leak

I have served in education at both the state and local levels. Regardless of the role, I always placed fairness and access at the center of my work as a leader and an educator. As a high school classroom teacher, I dynamically engaged her students through culturally responsive pedagogy. As the director of the office of NJ State Board of Education, I ensured an equitable review of policy for students statewide. In my role as the literacy coordinator for the New Jersey Department of Education, I brought diverse groups of educators together to collaborate on the creation of curricular and instructional resources for the benefit of kids statewide. In my current role, I work with organizations to ensure individuals have access to equitable, socially just learning and work environments.



About Us



Our leadership team comprises Dr. Tonya Breland, CEO/President, and Dr. Erika Leak, Senior Vice President, both distinguished educators committed to driving sustainable system change for the historically marginalized.

Dr. Breland, a National Milken Educator Award recipient, specializes in sustainable equity planning for school districts and organizations, leveraging her extensive experience as an educator, principal, curriculum supervisor, and educational leader. She is also an accomplished author with a Doctorate in Leadership & Innovation.

Dr. Erika Leak, our Senior Vice President, focuses on culturally responsive curriculum and instruction, drawing inspiration from her father's experience with educational inequity. Erika has a rich background in state and local education, advocating for equity and quality instruction. Formerly a English language arts and literacy coordinator at the New Jersey Department of Education, Erika has recently completed her Doctorate of Educational Leadership.

Together, their expertise and passion drive our mission to address systemic issues of access and opportunity in organizations.

Welcome



How to Contact Us



TESO Consulting Group was founded in 2011 with the mission to help students succeed through training and tutoring services that were offered. In 2021, TESO re-launched as a consulting group with a new expanded purpose and commitment to addressing systemic inequities. Our vision is to drive sustainable system change for historically marginalized.

OUR MISSION: Ensure all individuals, especially those who have been historically marginalized, have access to equitable, socially just, culturally responsive learning and working experiences.



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About This HANDBOOK



Welcome to your organization's ultimate playbook for navigating differences and fostering a culture of belonging in the workplace, the mini-course. As you embark on this introductory course, 'Kickstart Your Journey to Breaking Up Bias in the Workplace,' this handbook will serve as your trusted guide, providing invaluable insight and reflective exercises. Designed to support the beginning of your journey, this handbook is not merely a set of instructions but a dynamic resource that evolves with your learning.

As you matriculate through these first two lessons, use these pages to deepen your understanding, challenge preconceptions, and actively engage in the process of creating an inclusive and equitable workplace. Your commitment to this mini-course, and ultimately the full course is a powerful step towards reshaping workplace dynamics and fostering a culture where diversity is not only embraced but celebrated.



Introduction



We are happy that you have enrolled in this mini-course to create an environment in your workplace where everyone feels a sense of belonging. You are in the right place.

By the end of this mini-course, you will have a jumpstart in leading your organization to becoming a place where bias is broken up.

During this mini-course, you will kickstart your journey to supporting your organization.

We recommend that you make a commitment to go the extra mile and take the full course where you'll learn more about the process.

A few tips before you get started:

1. Take your time, this is a marathon, not a sprint
2. Be open to hearing some things that may challenge your beliefs
3. Like any breakup, we can be challenged in our thoughts and attitudes, be okay with being uncomfortable...see these challenges as an opportunity for growth

****DOWNLOAD THIS HANDBOOK**



Definitions to Remember

| | |
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| Implicit/Unconscious Bias | Affinity Bias |
| The process of associating stereotypes or attitudes towards categories of people - without conscious awareness - which can result in actions and decisions that are at odds with one's intentions or explicit values (National Equity Project) | The tendency to gravitate toward and develop relationships with people who are more like ourselves and share similar interests and backgrounds. This leads people to invest more energy and resources in those who are in their affinity group while unintentionally leaving others out. |
| Confirmation or Association Bias | Microaggressions |
| The process of paying more attention to information that confirms an existing belief system and disregard that which is contradictory. We see what we expect to see! | Commonly used brief, verbal or nonverbal, behavioral, and environmental indignities that communicate derogatory attitudes or notions toward a group |
| Privilege | Ally |
| A special unearned right, advantage, or entitlement enjoyed by particular groups of people with certain characteristics, sometimes to the detriment or disadvantage of others | Allies are oriented towards social justice and ending oppression for marginalized groups. They typically represent the dominant or majority group |



Scenario

The Relationship of Bias and Identity at Work

A few months ago, before the start of a routine meeting, a team member mentioned in a conversation that she attended a local church. After this comment, some of the team members and our manager started chatting about the churches that they attended. Through this conversation, we learned that some of us attended either churches in the same community or we attended churches in the same faith tradition. We chatted happily about similarities, traditions and events. I noticed that some in the group remained silent but we weren't bashing or denigrating anyone else's faith, so we were ok. Plus, I was really happy to know that others at work shared my faith, values and beliefs.

Now, while waiting for meetings to begin, we chat to share news, events, or just funny stories in our respective churches. A few of us have attended each other's churches - my manager even visited mine! In fact, my manager confided in me that knowing there are other followers of our faith at work is good because he knows who to trust.



Section 1



Lesson 2: Am I Biased?

Identify and list up to 10 trusted individuals that are closest to you that are not family members. Then put an X next to their identity markers that are the same as yours.

| First Name | Age | Gender | Religion | Language | Race Ethnicity | Sexual Identity |
|------------|-----|--------|----------|----------|----------------|-----------------|
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THANK YOU FOR LEARNING WITH US

**Need more insight
& support?**

**Take the full
course.**



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