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**Leadership  
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*Improving outcomes for all students*

**2016**

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# Accounting for Implicit Bias when Responding to Misbehavior



Lori Cameron and  
Michelle Belnavis

# Objectives

Present the Hostility Cycle

Identify Empathic Defusing statements reflective of **your** voice

Identify the Rings of Culture

Check your knowledge: Is it cultural or is it wrong?

Present Implicit Bias and Vulnerable Decision Points

Test you Mastery on Kahoot

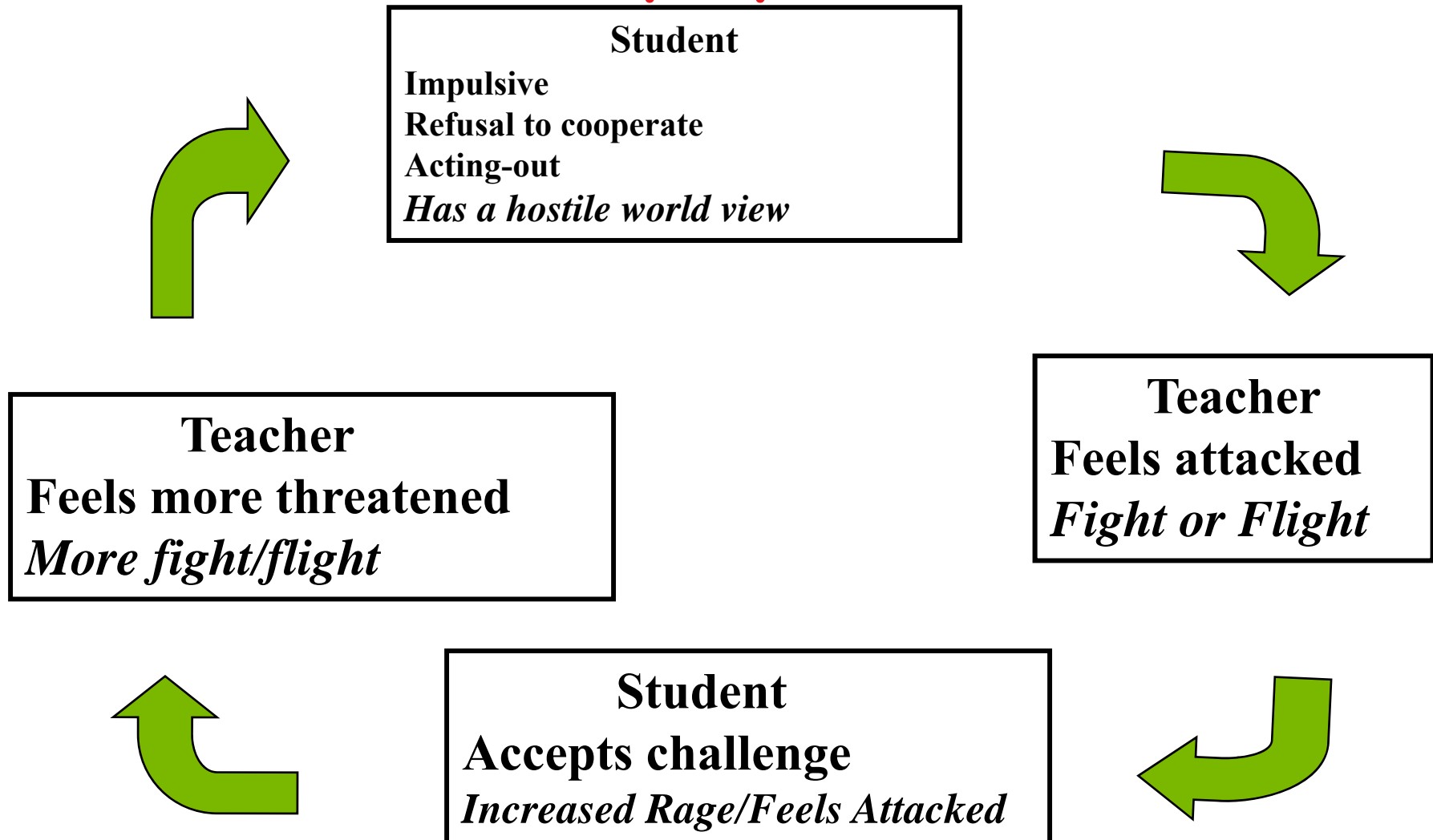


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# Hooks

# Hostility Cycle



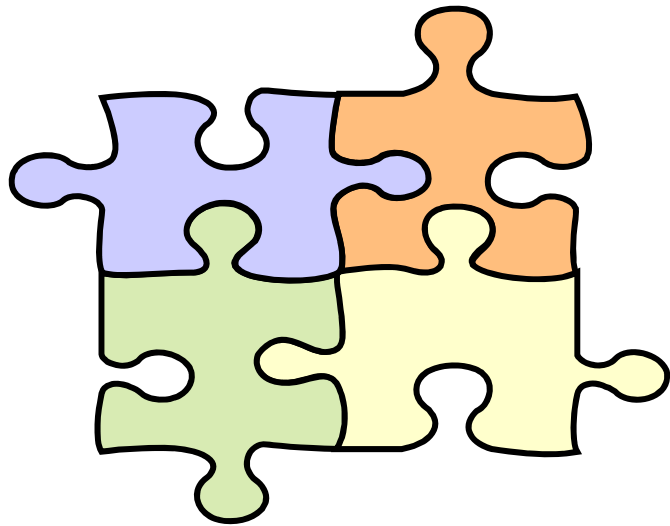
From Allen Mendler: Power Struggles: Successful Techniques for Educators, 1997

# What is a Defusing Statement?

1. Affirms and validates a student's point of view or
  - emotion.
2. Communicates the needs of the teacher.
3. Defers discussion to a later time, when both
  - teacher and student are calm.

See Handout: Defusing Statements

# What Statements Work for You?



**Read the empathic, defusing statements, and circle a few you would use**

**Feel free to edit to make the statement validating and affirming, and to reflect your voice**

**Share**

# True or False?

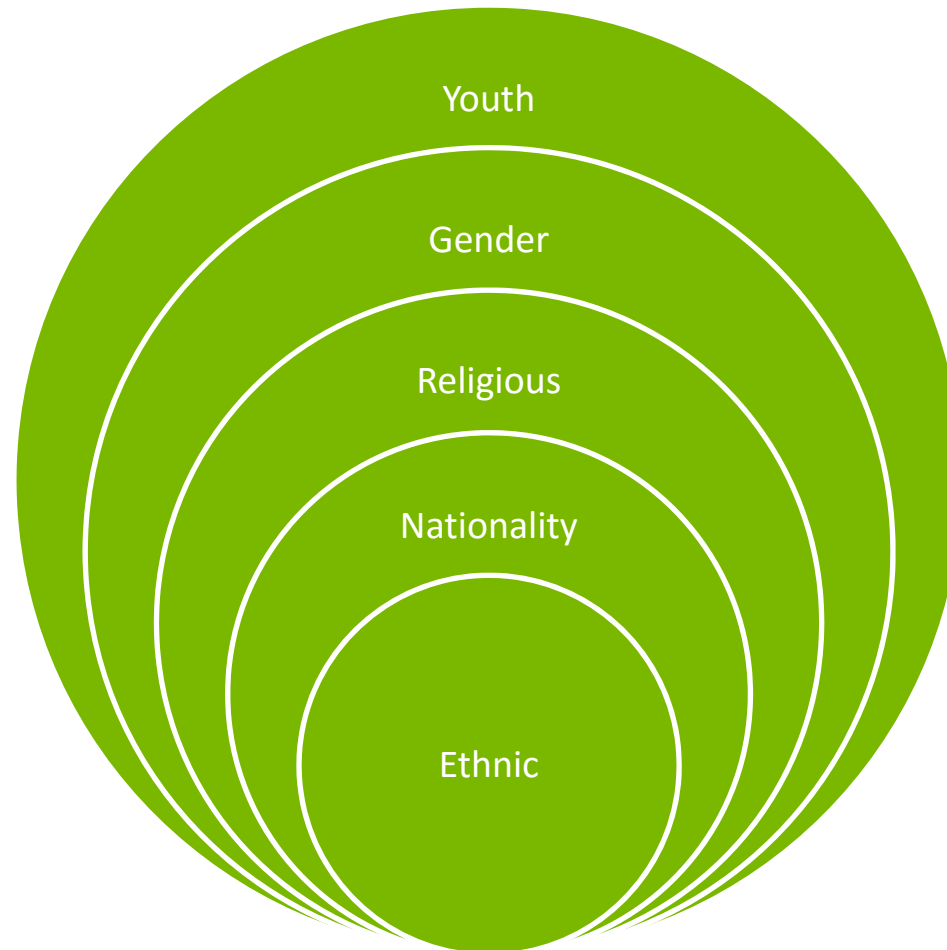
My racial identity  
dictates my cultural  
identity.



Dr. Sharroky Hollie  
Culture and Language Academy of Success (CLAS) lab school



# Rings of Culture



# Is it Cultural or is it Wrong?

Take the brief survey.

C = Cultural Behavior

W = Wrong Behavior



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# Cultural or Wrong



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1. Student is talking while teacher is talking but in an affirming way. **C**
2. Student is tapping on desk while other students are working quietly. **C**
3. Students are picking on another student. **W**
4. Student says mean and disrespectful things to the teacher. **W**

# Cultural or Wrong



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5. Students are in a collaborative group paying attention to students in another collaborative group. **C**
6. Students are stealing. **W**
7. Student is assertively as opposed to aggressively talking back, trying to make a point with the teacher. **C**

# **What Causes Disproportionality?**

Answer: Unconscious or implicit bias – that we are not even aware of

Banaji & Greenwald, 2013

Greenwald & Pettigrew, 2014

Van den Bergh et al, 2010

# Implicit Bias is...

Unconscious, automatic

Based on stereotypes

We all have it (even those affected by it)

Generally **not** an indication of our beliefs and values

More likely to influence:

- Snap decisions
- Decisions that are ambiguous

# **Which decisions in schools are more likely to be snap judgments?**

Correcting a student's behavior

Sending a student to the office

Picking which student to call on

Deciding whether to call a student's parent

Suspending a student from school

Grading students' work



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# Vulnerable Decision Points from National ODR Data

Subjective problem behavior

- Defiance. Disrespect, disruption
- Major vs minor

Non-classroom areas

- Hallways

Afternoons

*Ambiguity*

*Lack of Contact*

*Fatigue*



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# Two-Step Neutralizing Routine for Staff:

When you see problem behavior, stop and ask yourself:

1. Is this a VDP?

- Situation
- Decision state

2. Is the behavior cultural or is it wrong?



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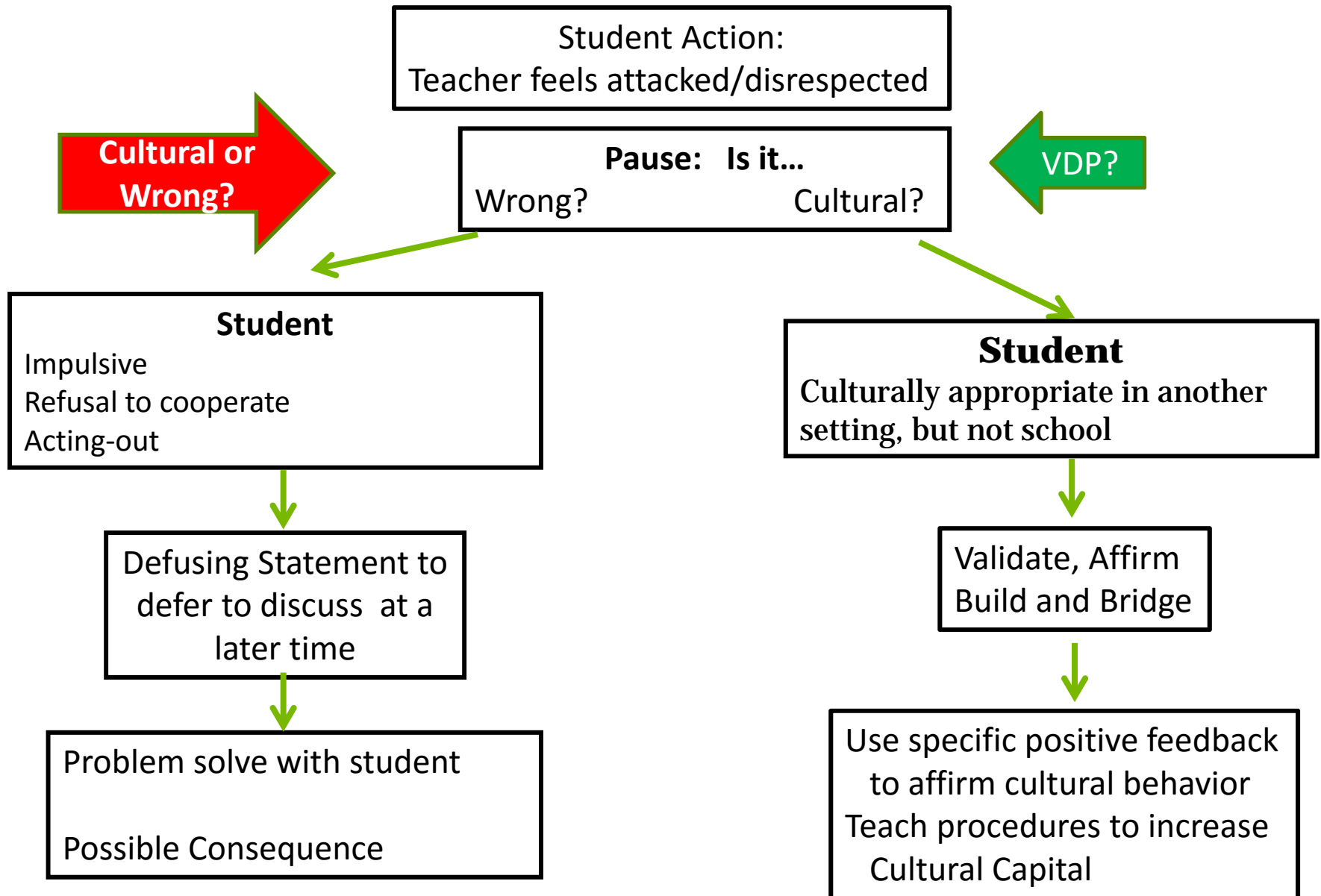


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VDP's?

# Neutralizing Pathway



# Sharroky Hollie

Your first thought may be....

But it shouldn't be your last thought, the thought you act on.



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# Four Focus Words



## **Validate**

Making legitimate that which the institution (academia) and mainstream have made illegitimate

## **Affirm**

Making positive that which the institution (academia) and mainstream media have made negative

## **Build**

Making the connections between the home culture/language and the school culture/language through instructional strategy and activity

## **Bridge**

Giving opportunities for situational appropriateness or utilizing appropriate cultural or linguistic behavior

# Let's Test your Knowledge: Kahoot

1. You'll be asked to log onto Kahoot.
2. Once the game begins:
  - First we will ask you to read a scenario from the handout.
  - Then we will ask you to choose a response from Kahoot that is culturally responsive.
3. Read over the scenarios now. When you are done, log onto Kahoot



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# What Statements Work for You?

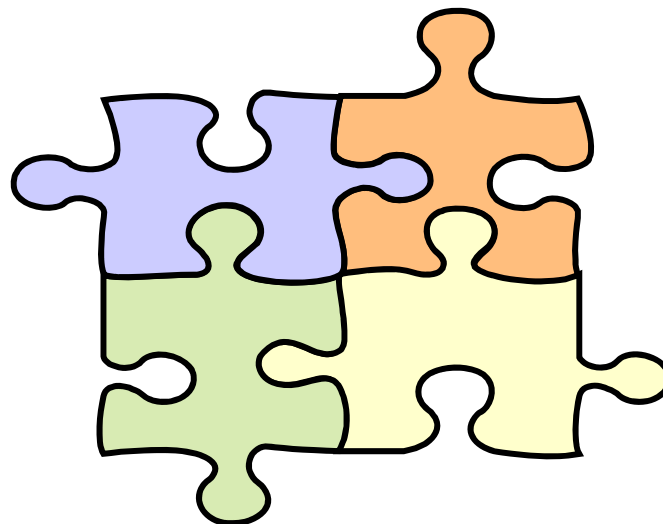
Read the scenarios (A-D)

Test your knowledge:

**Play Kahoot!!!**

<https://kahoot.it>

Use Notes page to create your own.



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