

On January 28, 2022, all BCSD staff participated in a district-wide professional development training on Brain, Bias and Impact. The following chart reflects results from the survey completed by 667 staff members.

SURVEY QUESTIONS	AGREE	NEITHER AGREE OR DISAGREE	DISAGREE	NO RESPONSE
I have become more aware of the existence of implicit bias	74%	18%	8%	0.3%
I have better understanding of the relationship between brain function and bias	76%	16%	7%	0.4%
I have gained new insight into myself and my biases	66%	23%	9%	0.7%
I believe bias can have negative influences in school settings	86%	8%	6%	0.4%
I believe that working to reduce bias can help me be more effective	81%	13%	6%	0.4%
I feel comfortable interrupting biased statements (like microaggressions) with students	72%	18%	9%	0.7%
I feel comfortable interrupting biased statements (like microaggressions) with my peers	62%	24%	13%	0.7%
I would like to learn strategies for mitigating my biases	60%	30%	8.0%	0.7%
I have become more aware of the social needs of the students in Binghamton City Schools	66%	23%	10%	0.4%
The opportunity to reflect and discuss topics in small groups was a valuable part of the training	76%	16%	7%	0.3%

Staff Feedback

I WOULD LIKE TO LEARN MORE ABOUT

Brain research and the psychology of bias

Harvard Implicit Bias Test

BCSD Code of Conduct / Dress Code

The Crown Act

TESTIMONIAL

"I think this topic is extremely important to our district. I hope we continue these discussions in the future".

"This was a wonderful opportunity to learn about different forms of bias".

"Thank you, this was a helpful refresher".



CONSIDERATIONS MOVING FORWARD

Expand training to full day if possible.

Increase discussion and time given for breakout topics.

Provide copies of presenter's PowerPoint to staff so they can follow along

Continue to utilize small groups with a facilitator model to allow for more personal and open conversations

Provide opportunities for staff to discuss their implicit bias through personal experiences