



ATTENDING PALOS VERDES HIGH SCHOOL
MEANS...

SHOWING COMPASSION, EMPATHY, AND
RESPECT TO ALL SEA KINGS

Before we begin... Ground Rules

- What does respectful discussion sound like?
 - What does it look like?
 - What does it feel like?
 - How can these guidelines be used to help make our classroom a safe and respectful place?
 - How can we ensure that all members of the class abide by the guidelines?
 - What happens if someone does not abide by the guidelines?
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- Expect Non-Closure.
 - **Racism, Sexism, Homophobia are Never allowed.**

Warm - up

- **With the person next to you, try and answer the following questions:**
 - What is bias?
 - What is the difference between explicit and implicit bias?

Implicit Bias

- What is implicit bias? How does this happen?
- How is implicit bias different from racism? Does the difference matter?
- Take a moment to watch the video: [here](#)

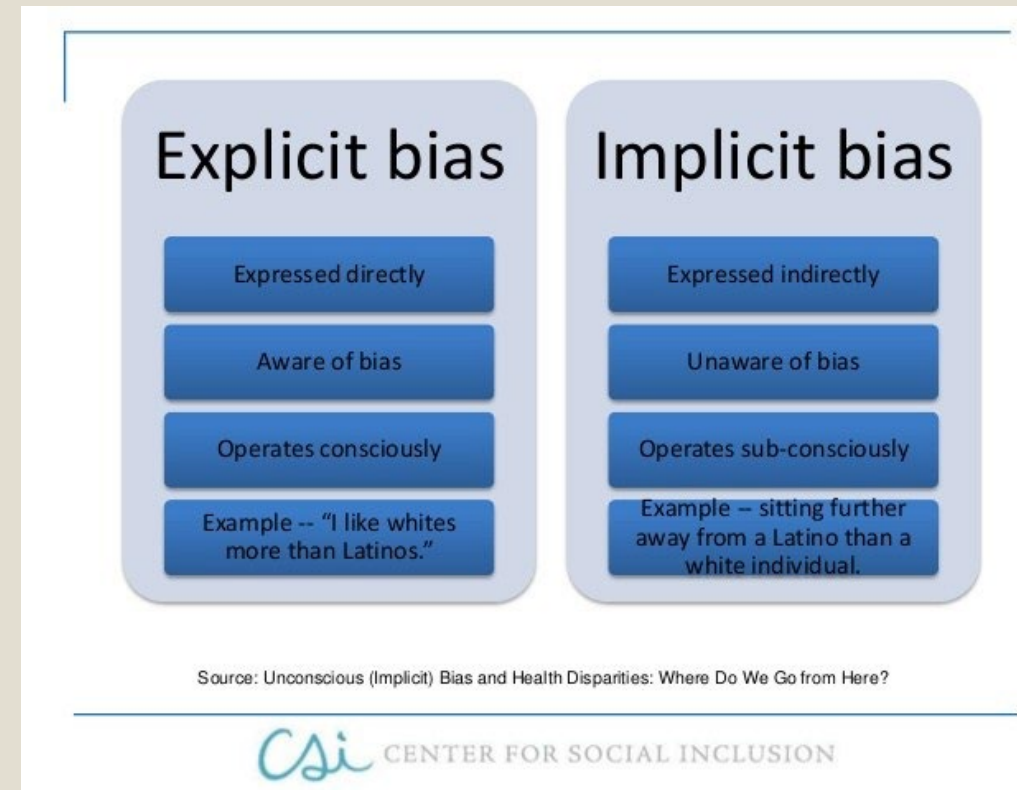


Implicit Bias

- Unconscious attitudes, stereotypes and unintentional actions (positive or negative) towards members of a group merely because of their membership in that group.
- Implicit Biases develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages.
- When people are acting out of their implicit bias, they are not even aware that their actions are biased.
- In fact, those biases may be in direct conflict with a person's explicit beliefs and values.

Explicit Bias vs. Implicit Bias

- **Explicit bias** usually involves the aggressor being aware of what they are doing and their actions are (1) voluntary, (2) on purpose and (3) with intent.
- **Implicit bias**, the aggressor is usually (1) unaware of what they are doing (2) not conscious of their bias and (3) not acting with intent.



Consider this Example...

- **Explicit** - A college student says, “I do not want to take a class with that professor because women teachers are overly emotional and terrible professors.”
- **Implicit** - Students were asked to rate teachers of an online course and they never saw the teachers. In the study, some male teachers claimed to be female and vice versa. When students took a class from someone they believed to be male, they rated the teacher significantly higher than the very same teacher, when believed to be female.
- **Key Question:**
 - How does each type of bias effect this teacher?
 - Think professionally, emotionally, psychologically

Impact of Bias

- For the person targeted, **the impact of the biased action is what really matters**, not necessarily the intent of the aggressor.
- While It is important to understand the many complexities of bias, it is more important to consider the impacts of bias, whether implicit or explicit, on targets or others in that identity group.

With the person next to you

- Discuss and attempt to answer the following question:
 - What is a microaggression?

Microaggressions

- **Everyday slights, indignities, put-downs and insults that people of color, women, LGBT populations and other marginalized people experience in their day-to-day interactions.**
- They can appear to be a compliment, but contain a “metacommunication” or hidden insult to the target group.
- They are often outside the level of awareness of the perpetrator
- [Microaggression Video](#)



- What is the impact of *Microaggression*?
 - Discuss with the person next to you
 - Be ready for a group discussion



ACTION

What can we do to reduce or eliminate microaggressions?



Five Things to Counteract Microaggression

- Be aware of your own biases and fears.
- Respect others' direct experience when interacting with people different than you in terms of race, culture and ethnicity.
- Don't be defensive.
- Be open to discussion and reflection of how your attitudes may have hurt others.
- Be an ally: stand personally against all forms of bias and discrimination.

Talk with the person next to you and answer the following questions:

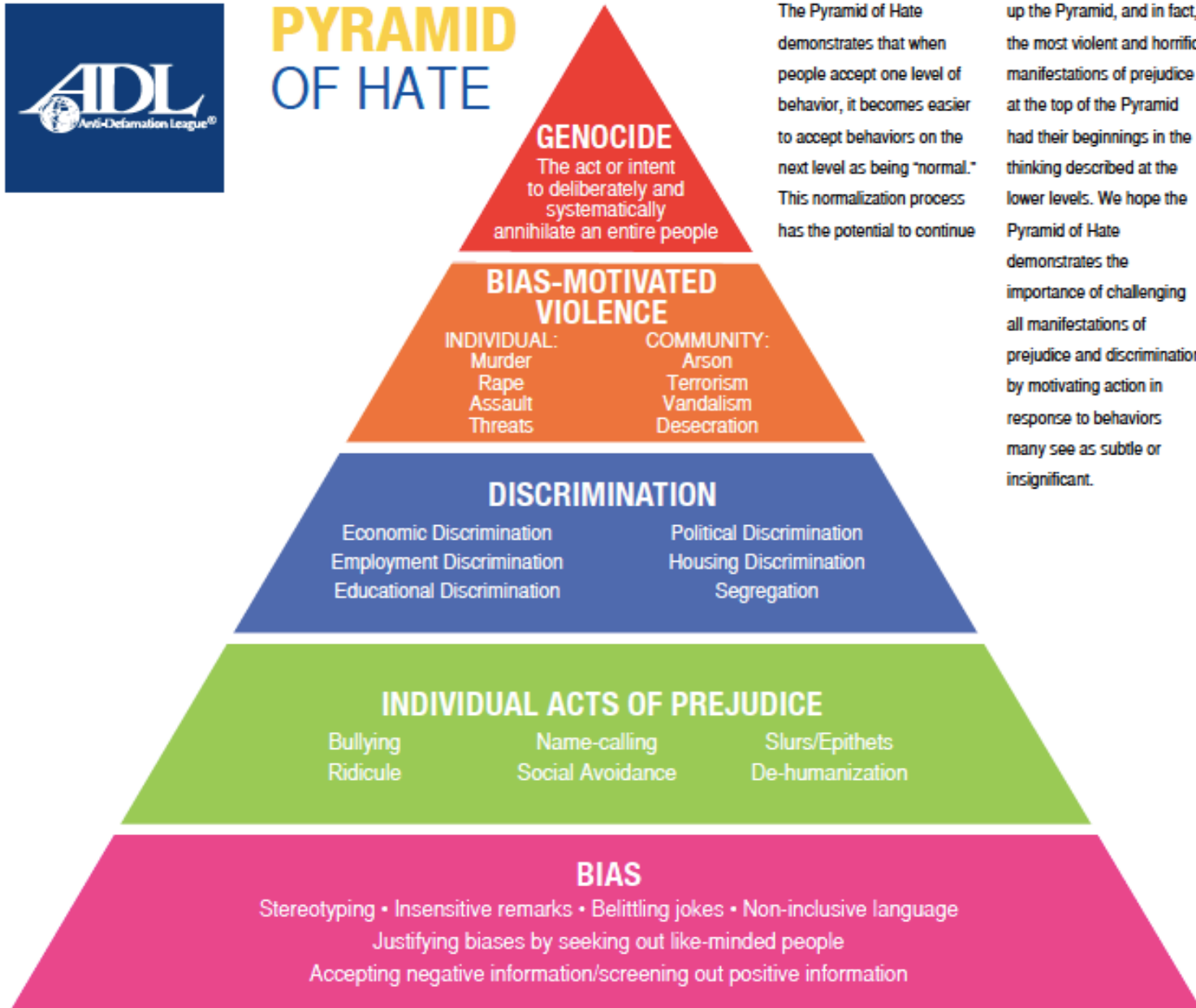
- What is a slur?
- Where do you typically hear these words?
- What impact do you think slurs have?
- Why is it important to understand the impact of slurs?
- Where do these slurs come from?

A **slur** is an insulting, offensive or degrading remark, often based on an identity group such as race, ethnicity, religion, gender, gender identity or sexual orientation.

What can happen if the use of slurs is not addressed by people who witness it?



PYRAMID OF HATE



The Pyramid of Hate demonstrates that when people accept one level of behavior, it becomes easier to accept behaviors on the next level as being "normal." This normalization process has the potential to continue

up the Pyramid, and in fact, the most violent and horrific manifestations of prejudice at the top of the Pyramid had their beginnings in the thinking described at the lower levels. We hope the Pyramid of Hate demonstrates the importance of challenging all manifestations of prejudice and discrimination by motivating action in response to behaviors many see as subtle or insignificant.

Action

- Brainstorm how you could respond if you hear a slur. Suggestions should be respectful and appropriate for school.



One of the most harmful slurs...

With a person next to you:

- What do you know about the n-word and its history?
- Where have you heard the word?

The “N-Word”

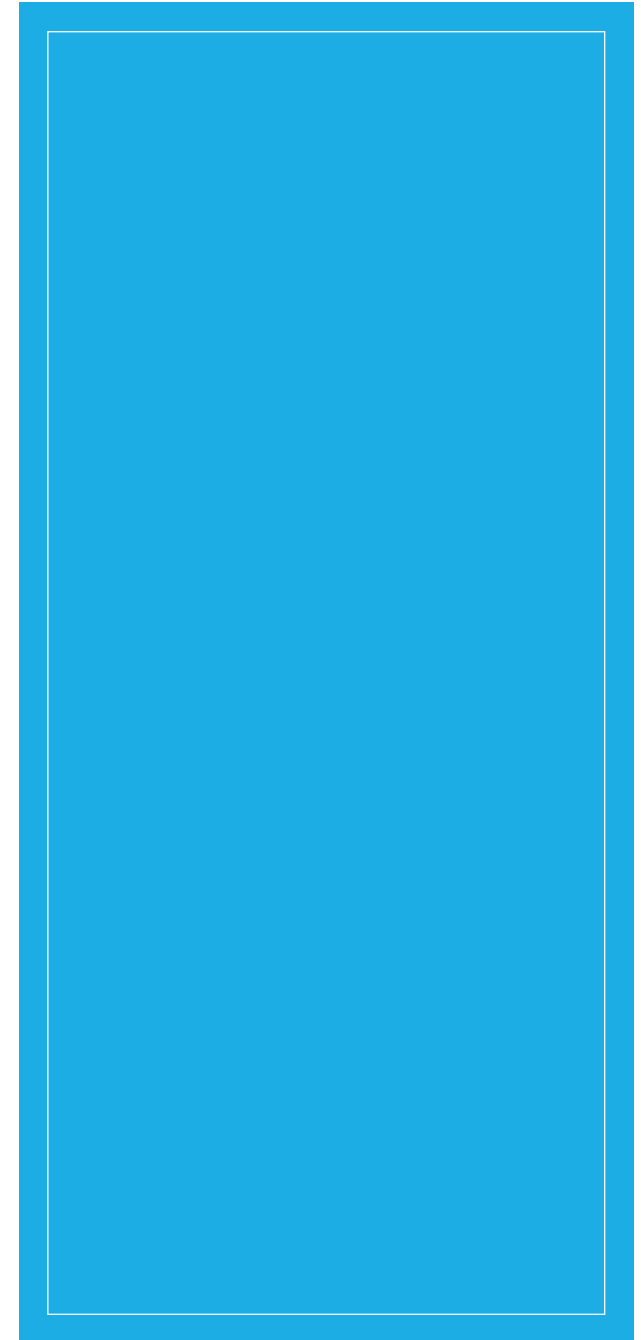
The N-word is considered a racial epithet (abusive word based on race/ethnicity) that has been used to refer to Black people of African origins. “It may be one of the most divisive words in the English language” (Washington Post).

History Behind the “N” word

“We know... that the word started off as just a description of, “negro,” with no value attached to it. ... We know that as early as the 17th century, “negro” evolved to “n----r” as a negative racial slur, and it has never been able to shed that baggage since then... The word is linked with violence and brutality on black people and derogatory attacks on their character. No degree of trying to use it in another way, such as “n----a”, can rid it of that bloodsoaked history.”

- Neal Lester, Dean of Humanities at Arizona University

As you watch the video clip on the next slide, ask yourself how it connects to this quote.





WATCH THE VIDEO CLIP ABOUT EMMETT TILL

1. Emmett Till

2. Add to your notes:

- How did this video make you feel?
- Why do you think you felt this way?
- In your opinion, how does the video connect to the quote we read?

3. Share-out



Closing

- From what you 've learned today, **why is the use of the “n” word offensive to ALL, but specifically to African Americans?**
- What ways do you think we can help inform others about this history?
- How will you react next time you hear someone say this word to make sure everyone feels safe in our school environment?



In Conclusion

- 1) Be aware of your own biases
 - 2) Be cognizant of microaggressions
 - 3) Never use slurs, and do not allow slurs to be used at our school
- **Most importantly!!!**
 - At Palos Verdes High, treat each other with empathy, compassion, and respect.
 - Let's make Palos Verdes High School an amazing 4 years for **ALL** Sea Kings!!!!!!