OC Human Relations
Building community by fostering respect, resolving conflict and pursuing equality

MEMORANDUM OF UNDERSTANDING

This document represents an agreement between the ***Anaheim Union High School District, 501 N. Crescent Way Anaheim, CA 92801*** and the Orange County Human Relations Council (OCHRC) to work together in the 2020-2021 school year for purposes of providing implicit bias training. The training purpose, goals, training topics, and training breakdown are outlined below.

The total cost for the training will be $150,000, due March 15, 2021. At that time a portion of the work will be completed. **The district understands that it will also be responsible for any transportation, food or substitute teacher costs that the training requires.**

Implicit Bias Training Overview

Rationale:
Over the past several decades, social science research has revealed that even the most well-intentioned people experience some degree of "implicit bias," the unconscious and often subtle associations we make between groups of people and stereotypes about those groups. This phenomenon is distinct from "explicit bias," the overt prejudice that most people associate with racism, sexism and other forms of bigotry.

The behavior of human beings is often guided by racial and other stereotypes of which we are completely unaware. This training will guide participants through a journey of personal exploration for an awareness of the shortcuts and subsequent perceptions we make about people and our surroundings. It will also provide skills, through transformative learning, to increase awareness about our cognitive biases and offer intervention strategies.

Goals
Upon completion of this training, participants will demonstrate the ability to:

- ➢ Define and understand explicit, implicit, and various forms of bias.
- ➢ Understand that acknowledging these biases is the first step to addressing them.
- ➢ Acquire basic tools to mitigate the effects of implicit bias on our daily lives.
- ➢ Inform and expand knowledge and leadership skills on diversity, inclusion, and culturally responsive practices.

Training topics
MODULE 1: What is Bias and Implicit Bias?
An introduction to concepts and basis of bias, its relevance to working with clients, employees, managers and society.

MODULE 2: Exploring Bias
Types of biases and brain function is introduced with the activation of categorization and cognitive visual awareness. Participants explore and analyze their own biases as it pertains to behavior and decision making.

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MODULE 3: Identity, Bias and Stereotypes
Introduction and overview of how identity informs and impacts bias. Participants will learn the connection between implicit bias, identity, and stereotypes and understand how it informs our behaviors, beliefs, and/or actions.

MODULE 4: Strategies to Address Implicit Bias
Participants will learn about emotional intelligence and different strategies that can help address and reduce bias on a personal and organizational level.

Capacity: Up to 300 participants

Breakdown of Training:
Our implicit bias training is a 6-hour training modified into four 1.5-hour sessions to accommodate AUHSD staff availability and schedules. OC Human Relations will develop a 4-week course, that will include:

- 12 Trainings over 6 months (November 2020 to April 2021)
- 300 staff trained over 12-13 cohorts, each with a total of 6-hours of training.
    - 100 administrators trained over 4 cohort of 25 people in November/December 2020
    - 200 site team members trained over 8-9 cohorts of 25 people between January-April 2021
- Cohorts will attend weekly 1.5-hour sessions plus independent learning modules, over the course of four weeks
- Admin Cohorts 1-4 training sessions as follows:
    - Cohort 1: AM Class on November 3, 10, 17 & December 1
    - Cohort 2: PM Class on November 3, 10, 17 & December 1
    - Cohort 3: AM Class on November 5, 12, 19 & December 3
    - Cohort 4: PM Class on November 5, 12, 19 & December 3
- Site Team Cohorts 5-13 will be trained between January-April 2021
    - Dates to be determined based on AUHSD schedule

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Background and Qualifications:
The Orange County Human Relations Council is a non-profit, tax-exempt charitable 501(c)(3) organization founded in 1991 for the purpose of developing and implementing proactive human relations programs in partnership with schools, corporations, cities, foundations, organizations and individuals. We believe that everyone has the right to live free of violence and discrimination. Our mission is to provide programs that foster mutual understanding among residents and eliminate prejudice, intolerance and discrimination in order to make Orange County a better place for ALL people to live, work and to do business.

OC Human Relations has operated programs in schools, courts, communities and with law enforcement since 1991. Our professional staff are expert facilitators, especially adept in managing difficult dialogues. Our experience and expertise allow us to work with the diverse populations in Orange County and build understanding between the groups that together make up our community.

Our nationally recognized BRIDGES: Safe and Respectful Schools Program in Orange County Schools has worked with students, staff and parents to improve school climate, specifically in the areas of safety, respect for diversity and connectedness/engagement for over 25 years.

We offer one of the only state certified mediation trainings in Orange County where we train and mentor mediators to work in multiple court rooms in the county, with multiple law enforcement agencies and to respond to community conflict. All our staff are trained mediators, many with special training in family mediation and/or restorative practices.

In partnership with the County of Orange we have tracked, reported and provided education and training around hate crime and hate crime prevention and response since 1991.

Since our inception, we have trained police recruits, teachers, parents, students and resident leaders to work in diverse communities and resolve conflict effectively.

Signed_____, District Administrator, Date 10/16/20.
Dr. Jaron Fried

Signed_____, Consultant, Orange County Human Relations Council.