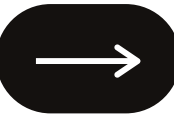




FREE STATE PTA
CON LIVE
AUGUST 12-14, 2021

How Implicit Bias Impacts Advocacy and PTA Leadership

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OUR MISSION

To make every child's
potential a reality by engaging
and empowering families and
communities to advocate for
all children

My Why





Selena Sloane Butler Founder, NCCPT

AGREEMENTS

- **All opinions are valid**
- **No judgement, positive or negative**
- **Allow everyone to speak without interruption**
- **We are adults. Respect each other**
- **You are welcome to leave the conversation at any time**

GOALS/OBJECTIVES

- Identify, then eliminate potential barriers to advocating for all children
- Examine how implicit bias can impact the ability to successfully advocate for all children
- Acknowledge we all have biases; leads to effective leadership
- Create a cache of resources to share and utilize at the local unit level

TERMS TO UNDERSTAND

- **Implicit Bias**

Attitudes towards people or associate stereotypes with them without our conscious knowledge

- **Explicit Bias**

Attitudes or beliefs we have about a person or group on a conscious level

TERMS TO KNOW

- **Advocacy**

The act of speaking out in support or defense of a person, cause, etc; pleading for or in behalf of another

- **Family Engagement**

A full, equal, and equitable partnership among families, educators and community partners to promote children's learning and development

-Karen L. Mapp

BARRIER IDENTIFICATION

- Low turnover on executive board
- Zip code bias
- Language
- “Belief gap”
- Cliques/gossip
- Gender bias

COGNITIVE DISSONANCE

**The mental discomfort
that results from holding
two conflicting beliefs,
values, or attitudes**

HOW ARE YOU PERCEIVED?

- **Passionate**

- **Angry**

- **Concerned**

- **Aggressive**

- **Involved**

- **Combative**

- **Engaged**

- **Loud**

INTERSECTIONALITY

The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage

- Kimberle' Crenshaw

THEORIES OF CULTURE



Melting Pot
Assimilation



Salad Bowl
Pluralism

PRIVILEGE PORTFOLIO

**Give yourself one point for every
category that applies to you**

REFLECTION

Think of a time when you were apprehensive about advocating for a specific group or cause:

- What stopped you?**
- Is there a circumstance that could have changed your mind?**
- Was the situation one you felt violated your personal beliefs or made you question your assumptions about someone?**

STANDARDIZATION

When whiteness is perceived as the human norm from which all other people deviate, maintained through legislative, institutional, empirical, and violent intentional action

OVERCOMING BARRIERS TO INCLUSION

- **Be flexible in your meeting times/locations**
- **Expand modes of communication**
- **Recruit a diverse representation of leaders**
- **Know when to step aside**

QUESTIONS?

**THANK YOU FOR
ATTENDING!**

Penny Christian

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