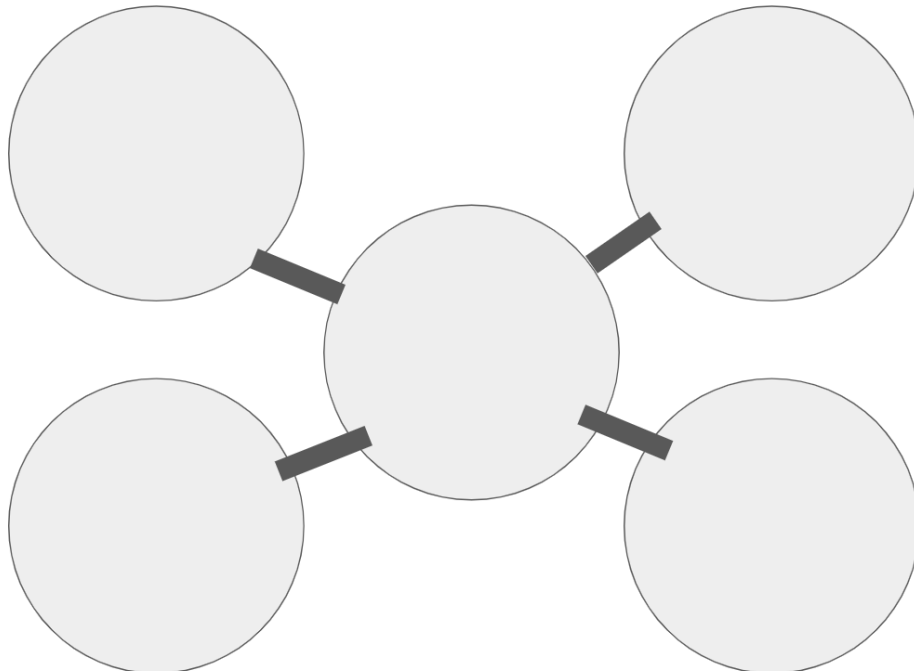


# A Thousand Tiny Cuts: Overcoming implicit bias to promote belonging

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- About the session
  - A. We will be learning to acknowledge implicit bias in our classrooms and in ourselves as well as learning how to correct those biases.
  - B. The focus will be on **race/ethnicity, LGTBQIA+**, and **disability**
  - C. Ground Rules
    - This is a brave space. Lean into discomfort.
    - No “whatabout” or “not all” statements
    - Bias isn’t binary - no one is being called a “bad guy” here
- Bias
  - A. Explicit bias
  - B. Implicit bias
- Intersectionality
  - A. Paseo or Circles of Identity



- Examples of microaggressions in the secondary choral classroom and the impact
  - A. Lack of Representation
  - B. Confirmation Bias and Tokenism
  - C. Erasure and "Colorblindness"
  - D. Misgendering
  - E. Infantilization and Saviorism
  - F. Lack of Access and Segregation
  
- Diversifying your classroom
  - A. Adding pronouns to your email signature
  - B. Disrupting and restructuring systems in your control
  - C. Be aware of differences you may not be able to see
  - D. Use recordings of non-white choirs
  - E. Intentionally sing rep written by composers from marginalized communities
    - Derrick Fox, Mari Isabel Valverde, Michael Bussewitz-Quarm, Demetrius Robinson, Ysaye M. Barnwell, Marques L.A. Garrett, Julius C Miller, Sherry Blevins, Jen Wagner, Maria Grever, Frank Duarte, Robert T. Gibson
  - F. GirlConductor.com - diverse skin tone solfege ladder
  - G. BlurringtheBinary.com
  - H. National Education Association courses
  - I. *NewMusicShelf Anthology of New Music: Trans & Nonbinary Voices, Vol. 1*
  
- Diversifying your point of view

### Books

- *Misadventures of Awkward Black Girl* - Issa Rae
- *American Like Me* - America Ferrera
- *Funny, You Don't Look Autistic* - M. McCreary
- *I'm Still Here* - Austin Channing Brown
- *In the Country We Love* - Diane Guerrero
- *Hood Feminism* - Mikki Kendall
- *My Broken Language* - Quiara Alegria Hudes
- *Fractures* - Carlos Andres Gomez
- *Strangers Assume My Girlfriend is my Nurse* - S. Burcaw
- *Hola, Papi!* - John Paul Brammer
- *You Can't Touch My Hair* - Phoebe Robinson
- *You'll Never Believe What Happened to Lacey* -Ruffin, Lamar
- *The Wrong End of the Table* - Ayser Salman
- *The Girl with Seven Names* - Hyeonseoo Lee
- *Born a Crime* - Trevor Noah
- *The Hate U Give* - Angie Thomas
- *An African American and Latinx History of U.S.* - Paul Ortiz
- *Finding Latinx* - Paola Ramos
- *Why are all the Black kids sitting together?* - B. Tatum
- The 1619 Project - Nikole Hannah-Jones
- Lift Every Voice column - ACDA
- *Is Everyone Hanging Out Without Me* - M. Kaling
- *Secret Lives of Church Ladies* - Deesha Philyaw
- *The Last Black Unicorn* - Tiffany Haddish
- *So Close to being the Sh\*t* - Retta
- *Becoming* - Michelle Obama
- *Love is a Revolution* - Renee Watson
- *My Drunk Kitchen* - Hannah Hart
- *The Audacity of Hope* - Barack Obama
- *Americanah* - Chimamanda Ngozi Adichie
- *I Know why the caged bird sings* - Maya Angelou
- *Beloved* - Toni Morrison
- *The Bluest Eye* - Toni Morrison
- *The Color Purple* - Alice Walker
- *How to Love the World* - James Crews
- *Eloquent Rage* - Brittany Cooper
- *What Happened to You?* - Oprah Winfrey, Dr. Brad Parry
- *Redefining Realness* - Janet Mock
- *Americanized* - Sara Saedi
- *Me and White Supremacy* - Layla Saad
- *This is just my face* - Gabourey Sidibe
- *The Light we Carry* - Michelle Obama
- *Finding Me* - Viola Davis
- *The Poet X* - Elizabeth Acevedo

## Music

- Mary, Mary
- Bomba Estereo
- Kirk Franklin
- Lachi
- CeCe Winans
- Tamela Mann
- Celia Cruz
- Carlos Santana
- Selena Quintanilla-Perez
- India.Arie
- Jeanine De Bique
- Blue Angel
- The Kanneh-Masons
- Evelyn Glennie
- Martina Arroyo
- Gabriela Lena Frank
- Lucia Lucas
- Beth Malone
- John Holiday
- Breanna Sinclair
- Big Freedia
- Tank and the Bangas

## TV, Movies

- Black-ish
- BlackAF
- One Day at a Time
- On My Block
- Orange is the New Black
- Love, Victor
- Pose
- Atypical
- Special
- Grace and Frankie
- Dear White People
- Harriet
- Self Made
- When they see us
- Insecure
- Fresh off the boat
- Legit
- The Middle
- Switched at Birth
- The Neighborhood
- Moesha
- That Girl Lay Lay
- The Proud Family
- Sister, Sister
- Kim's Convenience
- Abbott Elementary
- Bridgerton
- Never Have I Ever
- Life Goes On
- Jane the Virgin
- Girlfriends
- Heartstopper
- Love on the Spectrum

## Social Media

- @crutches\_and\_spice
- @white\_woman\_whisperer
- @theallyhenny
- @clarabellecwb
- @josephakibler
- @jazmynjw
- @erininthemorn
- @johnefreyolds
- @ericcervini
- @jeremyandrewdavis
- @Blackmusicarchive
- @empressonyxx
- @adeche.atelier
- @dundun808
- @thatdeafamily
- @luannpommier7
- @portia.noir
- @victoriaalxndr
- @thetraumattherapist
- @iamlegallyhype
- @\_amberlinasmiles\_
- @triciampisi
- @indigenouicon
- @keyofcantsee
- @alliewheelz
- @oursignedworld
- @theamberruffinshow
- @mschanggifted
- @drhanren
- @zatcharias
- @littlelizzev
- @marcwinski
- @drnellie
- @joshhelfgott
- @chrysetheauthor
- @tanita.Dee

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Scan the QR code to take the post-session survey!