

What participants are saying about ICT's Implicit Bias Training:

"I feel so privileged to have had the opportunity to participate in your training...I feel I have grown so much personally and professionally through your sessions over the last several weeks."

"You are an amazing teacher, facilitator and consultant. I appreciate the wealth of thought-provoking information you shared with us and the discussions you lead."

"This is one of the most powerful experiences I have ever participated in!"

"Jamie, thank you so much for your wisdom, expertise, sharing and questions."

"[My takeaway] from today is the reminder that we are all human and all hear/see/experience things differently based on our own life experiences. Differences of opinion of feelings does not need to become a battle, especially if empathy is involved. Also, being disappointed in someone's behavior does not mean they are less of a person."

"[I learned] the keys to EI conversations – the importance of focusing on those elements in every conversation. How it makes the other person feel seen and heard, how it meets our most primal need."

"I have learned the importance of not holding a pre-conceived belief about people when I have conversations with them."

"[Today I learned that] the space that we intentionally create, by being empathetic, authentic and present, allows us to collectively create a harmonious environment for our colleagues and students."

"[I learned to] really identify what I consider my strengths, opportunities, problems and threats."

"Jamie, thank you so much! Amazing training!"

"The spot matrix helped me differentiate my problems as my vulnerabilities and my threats as my voice of criticism."

"I learned the importance of asking 'can I ask more about this?' I also learned to be mindful and aware of how to show up for my students."

"I learned that I've protected myself from being vulnerable, so I rarely share details about me or who I am with others...it was a blind spot for me."

"[I learned] phrases, feedback, responses I can use when working with clients that may provide more open conversations..."

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"[I learned that I could get] rid of unhelpful neural connections by working to forge new ones."

"[I learned how to] self-regulate and be more aware."

"[I learned that] change is possible at every level, from re-wiring out individual synapses to how we move/act as a collective entity."

"[I learned] technical skills are good for leadership but ancillary. EI is the key component."

"[I learned] dehumanization and the negative affects it has. I did not realize how much of an impact it has until taking this class."

"For change to occur, we need to check both our internal thought processes as well as be brave enough to have the meaningful/necessary conversation with our peers to continue to learn, etc."

"It's imperative to look at the root of issues/beliefs rather than just analyze the symptoms."

"I will reach out to more staff in regard to our internal equity review initiative to support them in being more involved."

"[This class] was a reminder that re-wiring of the brain is possible and important in the work we do."

"[I learned that] we are all biased in same fashion, but we can accept and overcome it by learning ourselves."

"Rewiring our brain is possible. Physiological changes are possible. Knowledge is for the mind, experiences for the body. Genetics can change, the fabric of [one's] mind can change."

"It's going to be generational work...and I can practice minimizing biases with practical little exercises."