

Beyond Bias
How We Think, Talk and Act on Race and Difference

**Improved Decision-Making: Creating Pause Moments in Decision-Making
and Removing Ambiguity that Can Lead to Bias**

Checklist Exercise

Scenario

Inspired by a decision by the LA Unified School District, local schools governed by _____ school district now have the discretion to convert multi-stall bathrooms to “all gender” or “gender neutral” bathrooms.

This means that ALL students, regardless of gender identity, will be permitted to use designated bathrooms at the same time.

The guidance from school administrators simply says that the policy must be implemented in a way that ensures the privacy, safety and comfort of ALL students.

Imagine that you are the principal (or other senior administrator) of a local school. BEFORE a decision is made on whether to convert multi-stall bathrooms, YOU will take the following steps:

Step # 1 –

Step # 2 –

Step # 3 –

Step # 4 –

Step # 5 –

**Sample Checklist/"Bench card" from Courts Catalyzing Change
@ www.ncjfcj.org**

"Preliminary Protective Hearing" Bench Card

"Courts can make sure that parties and key witnesses are present by:

- Ensuring that the judge, not the bailiff or court staff, makes the determination about who is allowed to be in the courtroom.
- Asking the youth/family if there is someone else who should be present.
- Requiring quick and diligent notification efforts by the agency.
- Requiring both oral and written notification in a language understandable to each party and witness.
- Requiring service/tribal notice to include the reason for removal, purpose of the hearing, availability of legal assistance in a language and form that is understandable to each party and witness.
- Requiring caseworkers and/or protective service investigators to facilitate attendance of children, parents, relatives (paternal and maternal), fictive kin and other parties.
- Facilitating telephonic or video conferencing appearance at hearings."