TELECOMMUTING WITH CHILDREN
SLOWING DOWN & CHECKING-IN

During this busy time, we have to remember to slow down and check-in with each other. This week, the group took some time and did a life check-in. It is so important for us to take the time to hear from each other and discuss our challenges and our accomplishments.

Checking-in allows us a space to self-reflect and speak openly about our lives. This provides us with an opportunity to know we are not alone and there are others who are here who want to encourage and support us.

Join us on June 23 from 2-3p as we discuss talking to children about bias.

PROFESSIONAL DEVELOPMENT
BIAS PREFERENCES IN TELECOMMUTING

Are you biased? We all are. Bias is commonly associated with things such as socioeconomic status, race, gender, but bias entails much more than that. Bias plays a role in our everyday decisions.

Bias is defined as prejudice in favor of or against one thing, person, or group compared with another, usually in a way that is considered to be unfair. In other words, bias is connected to our preferences. Bias can be as simple as choosing Coke v. Pepsi or Ford v. Chevy. Bias comes in two types: explicit (conscious) and implicit (unconscious).

Here are three forms of bias:

- **Confirmation bias** - tendency to interpret new evidence as confirmation of one's existing beliefs or theories.
- **Selection bias** - introduced by the selection of individuals, groups or data for analysis in such a way that proper randomization is not achieved, thereby ensuring that the sample obtained is not representative of the population intended to be analyzed.
- **Outlier bias** - an extreme value that differs greatly from other values in a set.

As we continue remote work and transitioning back to campus, reflect on your conscious and unconscious bias and determine how it impacts your world. Adapt the mindset of curiosity, compassion, and grace to help minimize bias.

LUNCH AND LEARN
THE THREE 'P's OF EFFECTIVE MEETINGS

Facilitating and attending meetings is part of our daily work. The three 'P's of effective meetings are: Purpose, People, Process. Determine and/or understand the goals, objectives, and purpose of the meeting. Determine/understand who needs to be in attendance. Create/understand the process of meetings by using agendas and follow-up.

If you were unable to view this program live, please look for the recording on the Telecommuting Resources link below.

**Wednesday Professional Development Topics:**

*June 24: Are You Energized By Optimism?*