

Anti-Bias is not Enough

Anti-Noise Strategies to Improve DEI Work

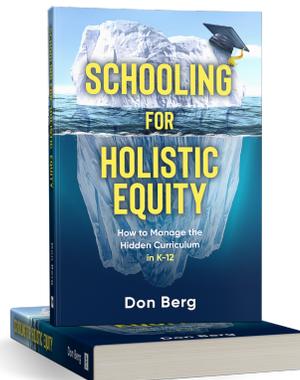
If your team is demotivated and disengaged they will not be able to effectively address the biases that cause mistreatment. Demotivation and disengagement are contagious states of mind. If left unchecked they will produce dysfunctional team dynamics. Those dysfunctional dynamics are the noise in a learning community that will prevent them from seeing, let alone addressing, biases. Anti-noise work can be a gentle and productive lead-up to more intense anti-bias work because in learning communities motivational issues are at the core of anti-noise work. Anti-noise work can be accomplished at every level and with every human being. If you've dipped a toe into anti-bias work, reducing the noise in your learning community will make your Diversity, Equity, and Inclusion work even more effective.

- **Improve the Outcomes of Your DEI Work**
- **Take Home a New Positive Perspective on Schools**
- **Learn About the Science of Motivation and Engagement**



Don Berg is an author, education psychology researcher, alternative education practitioner, and leader. The peer-reviewed journals *Other Education* and *The Journal Of The Experimental Analysis Of Behavior* have published his research. He has over 20 years of experience leading children in self-directed educational settings. He has taught psychology at The Village Free School in Portland, Oregon, USA. As the Executive Director of Deeper Learning Advocates he is on a mission to embed the psychology of learning in policy so that policy stops undermining learning. As an international presenter his work has been featured at conferences in the USA, Canada, the Netherlands, and in China. As an entrepreneur he runs Attitutor Media and currently lives at the Joyful Llama Ranch in West Linn, Oregon.

In his groundbreaking book, *Schooling for Holistic Equity: How to Manage the Hidden Curriculum in K-12*, Don Berg combines the most thoroughly supported scientific model of motivation and engagement, Self-Determination Theory (SDT), with his analysis of successful holistic education to completely reimagine education for K-12.



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