

1. Call to Meeting for Worship for Business —Clerk

Introductions / greet visitors / announcements / set up as needed

Brief reading on Business Meeting practice and process

2. Reading of Last MFB Minutes — Recording Clerk

3. Children's Committee proposal: *presentation of proposal and brief discussion*

4. Treasurer: *final approval 2018 budget*

***** BREAK for lunch 12:20 *****

5. Additional announcements—*as needed*

6. Whiteness Study Group: *Introduction to Implicit Bias* (15 minutes); proposed schedule of study for 2018*

7. Nominating Committee : *final approvals*

8. Sanctuary Task Force: *report?*

--Improvement to the courtyard wall enclosure: update?

9. Clerk's Report—*letter of support for Kadhim?; travel letter for Carol Merrill; Amicus Brief re: DACA update; Billy Jivetti's mother visit update*

Final close with silent worship.

Rising concerns / upcoming business:

Announcements pertinent to MfB & Scheduling (*for information only*)

Compassionate Listening: *practice meetings monthly, second Fridays*

REMINDER: State of the Meeting report: input due Jan 15

Jan 21: Discussion of IMYM Queries (see Nancy Rice)

Next month: Rejuvenation Period follow-up: AdHoc Ctte Proposal

Please remember to visit our website and note NEW ADDRESS: abqfriends.org

***Attachments:**

Understanding Implicit Bias:

Defining Implicit Bias

Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection.

The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These associations develop over the course of a

lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

A Few Key Characteristics of Implicit Biases

- Implicit biases are **pervasive**. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- Implicit and explicit biases are **related but distinct mental constructs**. They are not mutually exclusive and may even reinforce each other.
- The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

<http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/>