

Breakout Session Number: 34

Breakout Session Day: Thursday

Breakout Session Number: III

Breakout Room: Salon F

Department/Discipline: Equity and Diversity Education Department

Session Title:	Uncovering and Addressing Implicit Bias in Schools and the Workplace
Session Description:	This interactive learning experience will deepen participants' understanding of implicit bias and its impact on decision-making and interpersonal interactions. The session will focus on increasing individuals' awareness of their own unconscious biases and exploring practical tools to help recognize and address these inclinations. Through reflective exercises and group discussions, participants will learn actionable strategies for shifting biased thought patterns to develop more equitable behaviors. This training aims to foster a more inclusive school environment and workplace by empowering participants to identify, interrupt, and replace bias in real-time, creating a lasting positive impact on both personal and organizational levels.
Facilitator Bio: Dr. Sam Scavella, Ms. Orinthia Dias, Mr. Andrew O'Reilly, and Mx. Jay Fair	
Bio: Dr. Samuel P. Scavella is a seasoned educator and leader who currently serves as the Assistant Superintendent in the Equity and Diversity Education Department for the Clark County School District. In this role, he champions equity, diversity, and inclusion by guiding District policies that prevent discrimination, bullying, and cyberbullying while implementing restorative practices, cultural competency, implicit bias awareness, and culturally and linguistically responsive teaching. His work is dedicated to fostering inclusive environments that support educational equity for all students and staff. With over 30 years of experience across school-based and district-level roles, Dr. Scavella's career includes extensive time as a middle school math and science teacher and over 20 years as a principal and assistant principal. He has served in some of the nation's largest school districts, including the third, fifth, and sixth largest, demonstrating a deep commitment to driving positive change in diverse educational settings. Dr. Scavella's contributions have been recognized in multiple publications, and he has shared his expertise as a guest writer for educational books, broadening his impact and helping to ensure that every child has the chance to succeed and reach their full potential and lifelong goals. Picture: 	

Samuel P. Scavella, Ph.D.

Bio: Orinthia Dias is a Director II in the Equity and Diversity Education Department in the Clark County School District. She leads a team of passionate educators and leaders to ensure effective dialogue, implementation, and integration of restorative practices to build relationships and community, foster cultural competency, and implement culturally and linguistically responsive teaching practices. She supports students, staff, and families in developing a deeper understanding of equity and diversity by recognizing diverse perspectives and ensuring equitable access for all learners. Ms. Dias previously served 19 years as a principal and assistant principal in the sixth-largest school district, working with students, educators, and families at several Title I schools in the most underserved communities. Her goals focus on ensuring all students have access and opportunities to experience educational equality.

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Bio: Andrew (A.J.) O'Reilly is a Coordinator IV in the Equity and Diversity Education Department of the Clark County School District. In his role, he spearheads initiatives to promote cultural and linguistic competency, restorative practices, and policy implementation. His work ensures that adult practices respect all students, regardless of their race, ethnicity, gender, or disability, and enhances educators' abilities to recognize, validate, and affirm their students' diverse cultures and identities. Previously, Mr. O'Reilly was a site-based administrator and visiting lecturer at the University of Nevada, Las Vegas. He taught various courses ranging from education and clinical studies to multicultural education.

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Bio: Jay Fair is a Coordinator IV in the Equity and Diversity Education Department. In this position, professional learning sessions are planned and implemented to instruct educators and staff on using restorative practices and cultural competence to establish and build

productive relationships and community. By utilizing the most effective methods to resolve everyday conflicts before the submission of behavioral referrals, much effort is devoted to decreasing disproportionality across the schools she supports. Moreover, a considerable amount of work in this role involves guiding schools in implementing district policies to prevent discrimination and bullying while ensuring inclusive practices are provided for all students. Previously, Jay Fair has served students, staff, and families as an assistant principal at Harney and Brinley Middle School.

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