Implicit Bias

Trainer: Gimel Rogers, Psy.D.; Course Code: BH0260

Course Description

Implicit bias, or unconscious bias, are the thoughts and feelings we have in an unconscious and unaware state that affect, positively or negatively, our actions and attitudes towards people or stereotypes. These biases are developed from a foundation of factors, ranging from childhood experiences, to the media, to the people we are in repeated contact with. Due to these different experiences and varying cultural backgrounds, we all harbor implicit bias. These biases can impact our decisions and perceptions, and even if we don’t endorse them, they can unintentionally influence our mental processes, which can lead to barriers to equity and opportunity.

This training will explore concepts including cognitive dissonance, intersectionality, microaggressions and bias. Additionally, through an interactive discussion, training participants will explore how cognitive dissonance is used to rationalize one’s biases. Finally, participants will gain practical tools for having conversations around implicit bias and its effects.

Click here to see the training outline.

Audience

Counselors, peer support partners, therapists, SUD counselors, case managers, teachers, social workers, probation officers, and other individuals working with children, youth, and families.

Learning Objectives

Upon completion of this training participants will be able to:

• Define microaggressions
• Define cognitive dissonance
• Describe intersectionality
• Explain the difference between implicit and explicit bias
• Identify patterns of implicit bias
• Describe how the neurobiology of trauma in conjunction with one's intersectionality influences bias
• Explain how background and identity influences implicit bias
• Identify two ways to minimize bias

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Registration: If you already have an account, you may search for the course by name or course code. If you do not have an account in the LMS you will need to open one by clicking here. Email RiHS@sdsu.edu if you have any questions. This training is FREE of charge to BHS County employees and contractors.

Continuing Education: This course meets the qualifications for 6 hours of continuing education credit for LMFTs, LCSWs, LPCCs, and/or LEPs as required by the California Board of Behavioral Sciences. The Academy for Professional Excellence is approved by the American Psychological Association to sponsor continuing education for psychologists and the California Association of Marriage and Family Therapists to sponsor continuing education for LMFTs, LCSWs, LPCCs and LEPs, Provider #91928. The Academy for Professional Excellence is approved by the California Board of Registered Nursing, Provider # BRN CEP15014; CCAPP-EL, Provider # 1S-98-398-0820, and CADE Provider # CP10-906-CH0320 for 6 contact hours/CEHs. The Academy for Professional Excellence maintains responsibility for this program and its content. CE certificates will be available for download 5 business days after course completion. Click here for information on how to obtain CE Certificates. Click here for the CE Grievance Procedure.