EXECUTIVE SUMMARY

Understanding Implicit Bias and Structural Racism

APS supervisors will learn about the complex and dynamic concepts of implicit bias and structural racism and gain an understanding of the impact on their roles, their staff, and their organizations. Supervisors will be able to identify, reflect on and address their effect on multiple levels as well as be informed on how to continue this work upon completion of this training.

Virtual Training:
- The following virtual instructional strategies are used throughout the course: short lectures (lecturettes), interactive activities/exercises including breakout groups, chat box discussions, self-reflection, poll options, and Q&A periods. PowerPoint slides and role-playing/demonstrations are used to stimulate discussion and skill development.

- Participants will need access to a computer with video conferencing capability and be able to connect to the virtual platform being used to deliver this training. A headset or earbuds with microphone and a video camera are highly encouraged. Participant Manual is a fillable PDF if using Adobe Acrobat. Participants are encouraged to either print a hard copy or ensure access to Adobe Acrobat to allow for highlighting, typing in comments and filling out worksheets.

Course Requirements:
- Pre-Training Assignment: Prior to the training, participants will be asked to complete at least one Implicit Association Test (IAT). Each test takes 10 minutes to complete and results are shared. This must be completed prior to attending the training. This results will be included in a processing activity and needs to be readily available for the training.

- Completion of the entire module is required to receive course completion credit.

- Important Note: Understanding Implicit Bias and Structural Racism (Module 2A) and Building Cultural Humility and Cultural Responsiveness (Module 2B) are complementary and build upon each other. It is important that participants take this training first, followed by Module 2B.

Target Audience: This workshop is intended for APS Supervisors both new and experienced.

Outcome Objectives for Participants:
By the end of this training, participants will be able to:
1) Discuss the definitions and key concepts of implicit bias and structural racism.
2) Identify the impact of implicit bias and structural racism on multiple levels, including self, staff, clients, and organization.

3) Identify how to implement antiracist principles within their roles as supervisors.

Transfer of Learning: *Ways supervisors can prepare for the training and then utilize knowledge and skills acquired during the training on the job.*

BEFORE the training

As a pre-training assignment, supervisors can learn about their own implicit biases by taking various Implicit Association Tests (IAT) through the following online resource:

Project Implicit (https://implicit.harvard.edu/implicit). The IAT measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about.

AFTER the training

Supervisors can engage in the following activities:
- **Continue** to integrate regular practice and reflection on how to reduce implicit bias on an individual level by applying the six strategies described by the Institute of Healthcare Improvement and utilizing the prompts provided in TOL.
- **Begin** formulating a long-term action plan, in consultation and partnership with all relevant stakeholders, which identifies and addresses the detrimental impacts of structural racism. Consider using an assessment tool such as the REIA and applying concepts from a race forward approach.
- **Review** and consider utilizing the Trauma-Informed, Resilience-Oriented Care (TI-ROC) Climate of Equity Assessment tool to help identify ways to move towards racial equity in an organization.
- **Review** and consider utilizing Continue the Conversation (Resource #2) for facilitating difficult conversations in staff meetings.
- **Review** and consider utilizing Community Agreements (Resource #3) to help establish ground rules prior to engaging in difficult conversations