

APS Supervisor Core: Understanding Implicit Bias and Structural Racism

(Module 2A) Virtual Training



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.

Learning Objectives

By the end of this training, participants will be able to:

- Discuss the definitions and key concepts of implicit bias and structural racism.
- Identify the impact of implicit bias and structural racism on multiple levels, including self, staff, clients, and organization.
- Identify how to implement antiracist principles within their roles as supervisors.

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. These results will be included in processing activity and needs to be readily available for the training.
- **Important Note:**
Completion of the entire module is required to receive course completion credit.

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.



VIRTUAL EVENT

Date: November 7, 2023

Time: 1:00 p.m. - 4:00 p.m.

This course will be conducted remotely through Zoom. A link will be sent to participants a week before training.



REGISTRATION

Please register through your respective county's training process.

The registration due date for this training is: October 24, 2023.



AUDIENCE

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

Meet the Trainer

Elizabeth "Penny" Jacobo, LCSW, is the APS Training and Program Development Supervisor with the County of San Diego. She has worked in APS for 8 years and also has experience working as a case manager for adults with serious mental illness in an ACT setting.

Virtual Training Protocol

- Download or update the most recent version of Zoom
- Please log in 5 to 10 minutes prior to the workshop to allow for troubleshooting, if needed
- It is highly recommended to use a headset for this workshop, as participants will be asked to participate in group discussions and small break-out groups
- Use "Computer Audio" for optimal experience
- If you have access to a functioning camera, we ask that you turn it on for the full duration of the workshop as it offers a more conducive learning experience.
- If you are planning to log on to the training using two separate devices (one for audio, one for video), please be sure to mute one of the devices to prevent any audio feedback.
- Please be sure your screen name is your first and last name in Zoom. Learners who are not able to identify themselves within the first 15 minutes of training, and remain unresponsive after the moderator has attempted to make contact via chat or verbally multiple times will need to be removed from the training session.

ADA

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