APS Supervisor Core: Understanding Implicit Bias & Structural Racism

APSWI
Adult Protective Services
Workforce Innovations

APS supervisors will be invited to consider 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.

Note: This is 1 of 3 training topics a part of Supervisor Core Competency 2: Diversity, Equity, and Inclusion/Transformation.

Learning Objectives

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

- Define and apply the key concepts of implicit bias and structural racism in their role as a supervisor.
- Identify the impact of implicit bias and structural racism on multiple levels, including self, staff, clients, and organization.
- Begin to implement antiracist principles within their roles as supervisors.

Course Requirements

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.

Date: November 6, 2024
Time: 9:00 a.m. - 12:00 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 21, 2024.

AUDIENCE

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

Meet the Trainer

Quatana Hodges

Quatana Hodges holds a Bachelor's degree in Sociology and a Master's degree in Public Administration. Quatana has worked in social services for 20 years. She began her career in 2003 working with children, both in child welfare and then regional center. In 2006, she began working with the County of Orange serving adults in the CalWorks program. In 2007, she began working with Orange County Adult Protective Services (APS) as a Senior Social Worker. During her time with APS she worked at the APS hotline, in the field as a case carrying worker, and in a specialized unit called the Assessment and Assignment Team.

Throughout her career Quatana has been part of many different projects and groups such as the APS Speaker's Bureau, where she delivered APS presentations to internal and external community partners, as well as educated the public about elder and dependent adult abuse. While doing field work at APS, Quatana was chosen to participate in APS social worker induction. She transferred to the Training and Career Development department (TCD) in 2021 as the lead trainer for Orange County APS staff. She is now the supervisor of the Adult Services Training Team in Orange County. In addition to training, Quatana has contributed to curriculum development projects with APSWI, including the recently published eLearning entitled "Onboarding New Staff" which is geared toward APS supervisors.

Virtual Training Protocol

- o Download or update the most recent version of Zoom
- o Please log in 5 to 10 minutes prior to the workshop to allow for troubleshooting, if needed
- o 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
- o Use "Computer Audio" for optimal experience
- o 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.
- o 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.
- o 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.
- o Please refer to the "Virtual Learning Tips" handout for additional information on how to update your Zoom screen name, etc.

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