

# APS Supervisor Core: Understanding Implicit Bias & Structural Racism



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.

**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

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. These results will be included in a processing activity and needs to be readily available for the training.

## Meet the Trainer

### Robin Myers

Robin Myers is the Staff Development Manager for Riverside County DPSS, overseeing all training initiatives related to Children's Services, Adult Services, leadership and executive development, computer-based training, and media support. With over a decade of experience in public service, she has led workforce training programs,

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## VIRTUAL EVENT

**Date: November 5, 2025**

**Time: 8:30 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 Mon. October 20, 2025.**



## AUDIENCE

This workshop is intended for APS supervisors both new and experienced



collaborated with universities and state agencies, and developed leadership programs that enhance supervisory effectiveness. Robin has held key roles in Adult Services, Social Services, and Training & Development, focusing on policy implementation, compliance, and Strategic workforce planning.

She has served as a social worker, supervisor, and interim regional manager, overseeing large teams and driving operational improvements. Her expertise spans staff development, project management, and Lean Six Sigma methodologies. She ensures high-quality training programs tailored to the needs of public sector professionals. She holds a Master of Public Administration from California Baptist University and is committed to equipping supervisors with the tools to lead confidently and innovate.

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## 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.
  - Please refer to the ["Virtual Learning Tips" handout](#) for additional information on how to update your Zoom screen name, etc.
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