



Comprehensive. Quality. *Healthcare.*

C130.m Identifying and Addressing Implicit Bias in Healthcare

Beginning Level for All

Date/Time:

Wednesday, February 22, 2023; 1 – 3 pm
Tuesday, May 16, 2023; 9 – 11 am
Friday, August 25, 2023; 9 – 11 am
Tuesday, December 12, 2023; 1 – 3 pm

Location:

Live Interactive Webinar via Zoom
*Please see **Live Interactive Webinar Requirements and Instructions** for additional details*

Course Description:

This course is designed to meet LARA's Implicit Bias training requirements; however, individuals are encouraged to verify approval by LARA independently. Identifying and Addressing Implicit Bias in Healthcare training provides information on implicit bias, equitable access to health care, serving a diverse population, diversity and inclusion initiatives, and cultural sensitivity. This training provides strategies to remedy the negative impact of implicit bias by recognizing and understanding how it impacts perception, judgment, and actions that may result in inequitable decision making, failure to effectively communicate, ultimately resulting in barriers and disparities in the access to and delivery of health care services. Information will be provided on the historical basis and present consequences of implicit biases based on an individual's characteristics and supports discussion of current research on implicit bias in the access to and delivery of health care services. Participants are asked to complete a pre and post assessment on individual biases.

Course Facilitator:

This course will be presented by: Taylor Pettit-Rademaker, LMSW, CAADC is currently the Development and Training Manager. She has been with Cherry Health since 2013 and previously worked as a therapist and case manager within integrated health clinics. Additionally, she provided outpatient therapy through a private practice.

Course Objectives:

- A. Define implicit bias and describe how it can impact health care
- B. Identify health disparities and health inequities
- C. Recognize the risk factors for COVID-19 in racial and ethnic minority groups
- D. Utilize tools to help identify personal implicit biases
- E. Describe ways in which to counteract unhelpful biases in healthcare setting

Course Outline:	
▪ Introduction to the topic & Objectives	10 min
▪ Overview of implicit bias and how it can impact health care	40 min
▪ Health equity considerations	15 min
▪ Overview of risk factors for COVID-19 in racial and ethnic minority groups	15 min
▪ Addressing implicit bias in healthcare	15 min
▪ Overcoming implicit bias	15 min
▪ Questions & Evaluations	10 min

Learning Materials:

This course uses multiple methods to facilitate learning in individuals with a variety of learning styles. Methods may include lecture with handouts, structured large and small group activities and case studies.

Assignments/Completion Requirements:

Trainees are asked to actively participate in all course activities including lecture, group discussion and on-line application training. To successfully complete the training participants must:

- Sign-in and sign-out on the attendance log
- Be present for the entirety of the training

- Enable audio and video on electronic device
- Complete the post evaluation and post-test within 7 days of the training date
 - Receive a passing score of 80% or above on the post-test

Credits and certificate awarded upon successful completion of the course. Those who do not meet the requirements for successful completion will not receive credit. Participants who are not employed by Cherry Health will be emailed an electronic copy of the certificate upon successful completion of the training and verification of payment. Cherry Health employees will receive their certificate via symplr Learning within one week of the training date. **If due to unforeseen circumstances, Cherry Health does have up to 30 days to provide a certificate.*

Completion Credits:

2 CEs: Professional Development and MCBAP Related

Cherry Health is an approved provider of continuing education through the Michigan Certification Board of Addiction Professionals (MCBAP).

Registration:

Cherry Health staff register for training session(s) by self-enrolling in symplr Learning.

Non-Cherry Health participants register by completing the Educational Training Registration Form on the Cherry Health website <https://www.cherryhealth.org/resources/education/>

Once registered, you will receive training documents and log-in information for the live interactive webinar session.

Fees:

There is no charge for any Cherry Health employee.

There is a \$15.00 per hour fee for this training for non-Cherry Health employees. Upon registration, an invoice will be sent to you from Cherry Health Workforce Development. Virtual trainings accept check payments only. Checks should be received by Cherry Health no later than 7 days following the training. Please allow 14 days for your check to be processed.

Send checks to:

Cherry Health – Workforce Development
201 Sheldon Blvd. SE
Grand Rapids, MI 49503

Refunds will not be given for partial completion of training. Certificate of completion will be held until payment is received and participant has completed all other course requirements. Cancellations must be communicated to Workforce Development at least one week prior to the training to be eligible for a refund less a \$10 administration fee.

Requests for Accommodations:

Please contact Workforce Development at: workforcedevelopment@cherryhealth.com at least 10 days in advance of the training if you have special needs as indicated by the ADA (Americans with Disabilities Act). Workforce Development requests that you be specific regarding the accommodations required. Every attempt will be made to meet your request.

Grievances:

If you have any questions, concerns, or grievances regarding this training please contact Workforce Development at: workforcedevelopment@cherryhealth.com. Workforce Development will adhere to the Grievance Policy to ensure all grievances are addressed in a timely manner.