



# Understanding Implicit Racial Bias Learning Exchange

Thursday, March 19, 2020, 9:00 am-4:00 pm

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## Learning Objectives:

- Discuss terminology and definitions related to implicit bias, particularly racial bias
- Understand the development of stereotypes over a lifetime and how stereotypes may contribute to implicit bias
- Know how implicit bias is measured to aid in understanding what it is, how it is formed and how it is activated
- Recognize one's own implicit bias and the impact it has on clients or other people of color
- Be able to use techniques to acknowledge and reduce implicit bias in the decision-making process

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## Agenda

8:30 - 9:00	Registration
9:00 - 9:30	Welcome, Overview of Agenda, Learning Objectives, Introductions
9:30 - 10:00	Orienting to New Learning, Implicit Racial Bias Definition, Cultural Iceberg
10:00 - 10:45	Understanding Key Terminology, Learning Theories, Stereotype Acquisition
10:45 - 11:00	Break
11:00 - 12:00	Forms of Racial Bias
12:00 - 1:00	LUNCH
1:00 - 1:45	Implicit Racial Bias and Decision Making / What Can We Do?
1:45 - 2:30	ORID/ Scenarios
2:30 - 2:45	Break
2:45 - 3:10	Scenarios Discussion (continued)
3:10 - 3:45	Create Personal Change Plan
3:45 - 4:00	Closing Remarks and Evaluations

**CEU CREDIT:** 5.5 from the Iowa Board of Certification

**COST:** \$60 (ASAC Staff will receive 50% off registration)

**Maximum of 30 participants**

Please [Register Here](#) on or before Thursday, March 12, 2020