



Implicit Bias, A Journey Inward

The core of this training is to have an understanding of what implicit bias is, raise awareness of its effects and impacts in our communities including the workplace. The class will also introduce strategies to mitigate implicit Bias. The class content will begin with training goals and objectives, introductions, 5 key glossary terms, and useful concepts to help navigate the session. The next section will focus on examining what implicit bias is, unconscious bias behaviors, and how bias is manifested. The instructor will discuss the effects and impacts of bias. Finally, the participants will learn strategies to mitigate implicit bias, followed by a wrap-up with takeaway homework and what participants have learned.

Target Audience

This class meets the professional needs of social workers and is designed with all health and human services staff in mind. We encourage all members of DHHS staff and our Community Partners to attend.

Objectives

- Understand what implicit bias is and how it impacts our decision-making process
- Gain an awareness of our own personal biases.
- Recognize barriers and limitations resulting from implicit biases.
- Apply approaches to mitigate implicit biases.
- Improve one's own channels of communications with others.

Continuing Education Credit –

- Maryland Board of Social Work Examiners (MBSWE) – Category 1 **Credit Hours: 3.5**
- National Board for Certified Counselors (NBCC) –None **Credit Hours: 3.5**
- The American Nurses Credentialing Center's Commission on Accreditation-**Contact hours: 4.0**

Instructors

- Kirsten Andersen, Linkages to Learning; School & Community Youth Services; Bridge to Wellness
- Melanie E. Ballard, Silver Spring Health Center
- Inette Bolden, Early Childhood Services
- Karen Gutierrez, Office of Community Affairs, MCDHHS
- Betty Lam, Chief, Office of Community Affairs, MCDHHS
- Luis Martinez, Office of Community Affairs, MCDHHS
- Sheryl Orr, Screening and Assessment Services of the JAC, MCDHHS
- Rebecca F. Smith, Office of Community Affairs, MCDHHS

Enrollment

- Deadline: Register Now! **Class enrollment ends 7 days prior to the start date.**
- MCG Employees and Contractors click here - [Access MCG ePortal](#)
- DHHS Partners, click here - [AccessMCG Extranet Portal](#)
- **Enrollment Instructions** - click here, and select the appropriate link: [Enroll in a Class](#)

Policies

Continuing Education Credits

Maryland Board of Social Work Examiners (MBSWE)

The Montgomery County Government Office of Human Resources (OHR) is approved and authorized by the Maryland Board of Social Work Examiners (MBSWE) to provide continuing education credits and maintains responsibility for this program. OHR adheres to the continuing education standards of the National Association of Social Workers.

National Board for Certified Counselors (NBCC)



The Montgomery County Government Office of Human Resources (OHR) has been approved by NBCC as an Approved Continuing Education Provider (ACEP No. 6080). Programs that do not qualify for NBCC credit are clearly identified. OHR is solely responsible for all aspects of the programs.

Maryland Nurses Association (MNA)

This nursing continuing professional development activity was approved by the Maryland Nurses Association, an accredited approver by The American Nurses Credentialing Center's Commission on Accreditation.

Attendance Policy

To be eligible for continuing education credits, participants are expected to be on time and attend the entire session.

ADA Reasonable Accommodations

Please contact Laura Chapman at 240-777-5063 or laura.chapman@montgomerycountymd.gov at least five (5) full business days prior to the event to request any reasonable accommodations to participate in the event. This includes, but is not limited to, requests for sign language interpreters and other auxiliary aids or services. In all situations, a good faith effort (up until the time of the event) will be made to provide accommodations.

Center for Continuous Learning (CCL) Contact Information

Laura Chapman, Human Resources Specialist, CCL Program

laura.chapman@montgomerycountymd.gov

240-777-5063