

# Implicit Bias – 101 Awareness Training

## Training Overview

This *Implicit Bias-101 Awareness Training* with Dr. Bryant T. Marks offers an overview of implicit bias research and key findings with an innovative, engaging, and motivational content delivery. Implicit Bias is group-based bias that involves varying degrees of stereotyping that occur below our level of conscious awareness that “affects our liking or disliking of others.” Everyone has implicit bias as the result of repeated exposure to certain group associations; and while it is challenging to undo implicit bias, the National Training Institute on Race and Equity (NTIRE) provides training to recondition implicitly biased beliefs to “reduce the likelihood that implicitly biased beliefs will lead to biased behaviors.” This training is highly interactive with introspective exercises and includes small group dialogue of sensitive topics with compelling videos, images, and other media. **This training is a prerequisite for *Implicit Bias 201-Mitigation training*.**

## Learning Objectives

- Participants will be able to identify three ways implicit bias presents in the world;
- Participants will be able to explain three examples of why implicit biases exist;
- Participants will be able to identify two effects implicit bias has on the person holding the bias;
- Participants will be able to identify two effects implicit bias has on the target of the bias; and
- Participants will be able to develop three strategies to measure, manage, and reduce implicit bias.

## Continue Education

This course meets the qualifications for two and a half (2.5) hours of continuing education credit for MFTs, LPCCs, LEPs and/or LCSWs as required by the California Board of Behavioral Sciences. Placer County Systems of Care CAMFT-approved Continuing Education Provider #041035. SOC maintains responsibility for this course and its content.

## About the Instructor

*Reverend Dr. Bryant T. Marks, Sr.* is a minister, researcher, trainer, and award-winning educator. He is the Founder and Chief Equity Officer of the National Training Institute on Race and Equity (NIRE) and a tenured professor of Psychology at Morehouse College. He served on President Obama’s Board of Advisors with the White House Initiative on Educational Excellence for African Americans and as senior advisor with the White House Initiative on Historically Black Colleges and Universities. Dr. Marks provided implicit bias training to over 40,000 employees and volunteers in law enforcement; city, county, and federal government; corporations; education; and healthcare. Dr. Marks holds a B.A. in psychology and a minor in economics from Morehouse College, and an M.A. and Ph.D. in Social Psychology from the University of Michigan. Dr. Marks conducts research and professional development in the areas of diversity and implicit bias, Black male psychology and development, and personal passion and productivity.

## Training Date and Time

Remote training via Zoom  
March 10, 2021  
9:00am – 12:00pm

## Registration

- County employees can register at this [Placer Learns](#) link
- External Users (non-County employees) can register at this [Placer Learns](#) link

If you need assistance with registration or need to request a Placer Learns account, please email: [PlacerLearns-SOCadmin@placer.ca.gov](mailto:PlacerLearns-SOCadmin@placer.ca.gov)

A Zoom link for the training will be provided to registered participants prior to the training date.

For accessibility requests (e.g. ADA access), special needs, questions and/or to provide feedback, please contact Placer County Designee, SOC Department System Administrator at [PlacerLearns-SOCadmin@placer.ca.gov](mailto:PlacerLearns-SOCadmin@placer.ca.gov)

