

# Implicit Bias – 201 Mitigation Training

## Training Overview

This *Implicit Bias-201 Mitigation Training* continues the discussion from *Implicit Bias Awareness* to organizational implementation. This training will focus on the phases of implicit bias in the employee lifecycle and workplace, the dynamics of current challenges, lessons learned and/or impacts of current practices, and will explore possible strategies and action steps to implement recommendations for institutional improvements. This highly interactive training includes introspective exercises and small group dialogue of sensitive topics with a variety of compelling videos, images, and other media. This training is recommended for persons in social and professional capacities that affect the life outcomes of large segments of society – such as organizational leadership, educators, police officers, physicians, prosecutors, and criminal court judges. (Prerequisite: Implicit Bias 101)

## Learning Objectives

- Participants will be able to describe three key phases of implicit bias and organizational effectiveness;
- Participants will be able to identify three examples of challenges, lessons learned, and/or impacts of current implementation practices;
- Participants will be able to provide two to three recommendations that can be implemented in the short-term;
- Participants will be able to identify challenges and solutions to implementing the new recommendations; and
- Participants will be able to create a list of at least three concrete next steps toward implementing recommendations.

## 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 11, 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)

