

IMPLICIT BIAS TRAINING FOR: HEALTHCARE PROVIDERS, ADMINISTRATORS & NURSES

The Pennsylvania Department of Health, Office of Health Equity is committed to diversity and inclusion for the State of Pennsylvania's healthcare workers. To help ensure a higher level of sensitivity to individuals in the healthcare field, Full Circle has been engaged by the Pennsylvania Department of Health, Office of Health Equity to provide interactive training focused on techniques to overcome biases, encourage higher performing healthcare workers, and create enhanced inclusiveness.

SESSION DETAILS

Full Circle will be delivering implicit bias and microaggressions training, and training to promote a culturally competent health care practice in a series of **ONLINE** delivery sessions sponsored by the Pennsylvania Department of Health. Click on the Zoom registration links below to register for a **FREE two-hour class. These workshops are targeted to Pennsylvania Healthcare Professionals.**

- Sponsor: PA Department of Health, Office of Health Equity
- Facilitator: The Full Circle Group, a Licensed Pennsylvania Private School
- Presenters: Dr. Charlene Glenn. and Denean R. Williams, M.B.A.

The Audience	The Course
Healthcare Providers (attending physicians, residents, medical students, Nps, PAs)	Implicit Bias and Microaggressions: Meanings and Manifestations in Clinical Practice
Healthcare Administrators	Implicit Bias and Microaggressions: Meanings and Manifestations for Health Care Administrators
Nurses	The Culturally Competent Health Care Practice

CME CREDIT / CE CREDIT

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education through the joint providership of the Pennsylvania Medical Society and The Full Circle Group. The Pennsylvania Medical Society is accredited by the ACCME to provide continuing medical education for physicians.

The Pennsylvania Medical Society designates this live activity for a maximum of **2 AMA PRA Category 1 Credits™**. Physicians should only claim credit commensurate with the extent of their participation in the educational activity.

The faculty and planning committee members for this activity have no relevant financial relationships to disclose. Upon completion of the course and a brief online evaluation, physicians will be issued CME certificates.

Advanced practice providers, nurses, residents, students, and healthcare administrators who complete the course and a brief online evaluation will receive an attendance certificate as proof of participation which may be submitted to a credentialing board/agency to request reciprocal continuing education (CE) credits.

WORKSHOP DESCRIPTIONS AND HOW TO REGISTER!

Implicit Bias and Microaggressions: Meanings and Manifestations in Clinical Practice

This FREE workshop introduces health care practitioners to a framework for understanding how the experience of implicit biases and microaggressions impact health care experiences and outcomes for patients. Key strategies for recognizing and responding to implicit bias and microaggressions will be shared. Workshop participants will engage in case-based learning. The Learning Objectives:

- Understand foundational concepts diversity, equity, and inclusion
- Understand how bias and microaggressions may impact individual patient care
- Describe strategies for recognizing and responding to implicit bias and microaggressions

Implicit Bias and Microaggressions: Meanings and Manifestations for Health Care Administrators

This FREE workshop introduces health care administrators to a framework for understanding how institutionalized oppression manifests, and at times, results in the presence of implicit biases and microaggressions experienced by patients and staff. Key strategies for engaging in organizational change to address both implicit bias and microaggressions will be discussed. Workshop participants will engage in case-based learning. The Learning Objectives:

- Understand foundational concepts diversity, equity, and inclusion
- Understand how bias and microaggressions may impact individual patient care, health care workers, and the organization's culture
- Describe the relationship between individual and interpersonal bias and institutional and structural oppression
- Describe the key elements and processes of change to ensure diversity, equity, and inclusion in organizational culture

The Culturally Competent Health Care Practice

This FREE workshop starts by describing the differences between diversity, equity and inclusion as they relate to the healthcare environment. The frameworks of culturally competent care and cultural humility -- both developed for use in medical care settings -- will be explored with a case example. Using guidance provided via instruction, workshop participants will work through a series of case examples to apply concepts to practice. The Learning objectives:

- Understand foundational concepts diversity, equity, and inclusion
- Describe the frameworks of culturally competent care and cultural humility
- Describe the key elements of implementing culturally competent and culturally humble approaches to the provision of healthcare

WHO'S DELIVERING THE SESSION?

Full Circle is a 20+ year-old full Facilitation, Group Facilitation, service training company focused on Diversity, Inclusion, Racial Bias, Markedness Theory, and Soft Skills. With over 1,000+ clients served over its history, Full Circle has a proven track record of providing efficient and effective training services to help agencies with their training needs. Full Circle's is headquartered in Pennsylvania, but has experienced Facilitators include Full Circle's mix of University Professors, Researchers, Authors, and Instructors, all highly qualified in Diversity & Inclusion topic. The School (Full Circle) is Licensed with The Pennsylvania Department of Education and for those agencies needing continuing education Full Circle is Licensed to grant Continuing Education (CE, CPE) credits (License # PX 177299).

LEARN ABOUT THE PRESENTERS... DR. CHARLENE GLENN AND DENEAN WILLIAMS

Dr. Charlene Glenn is a full Professor and Fulbright Scholar in the Business Division at Peirce College and Adjunct Professor at Full Circle. She has over 20 years of experience in higher education, corporate training and agency training. Dr. Glenn received her Ed.D, at St. Joseph's University, her M.S., at Villanova University and her B.S., at Widener University.

Denean Williams is the Executive Owner and School Director of Full Circle Group, which is a Licensed Department of Education School, with 20 years of providing a broad range of professional training services. Denean will serve in a production and oversight role for the session.

PRIOR TO THE TRAINING:

Each participant is asked to voluntarily take the **Harvard Implicit Association Test (IAT)** prior to the virtual training session. Here is the link to access the survey website:
<https://implicit.harvard.edu/implicit/takeatest.html>

The **Implicit Association Test (IAT)** measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about. For example, you may believe that women and men should be equally associated with science, but your automatic associations could show that you (like many others) associate men with science more than you associate women with science. You will have the opportunity to assess your conscious and unconscious preferences on various topics. At the same time, you will be assisting psychological research on thoughts and feelings.

IAT's require 10-15 minutes to complete. You can complete the IAT on a computer or mobile device. You can do as many as you like, but in preparation for the Implicit Bias and Microaggressions Training, we'd kindly ask that you do two -- but at least one -- of the IAT's listed below. At the end of each session, you will get some information about

the study and a summary of your results. We'll discuss your thoughts on this survey during the upcoming training session.

Here are the two IAT's we recommend you take in order to participate fully in the training -- we hope that you will find the experience interesting and informative.

- Disability ('Physically Disabled – Physically Abled' IAT). In this IAT, you will be asked to categorize figures representing physically disabled people and physically abled people as well as positive and negative words.
- Race ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.

FOR QUESTIONS OR ADDITIONAL HELP

Don't hesitate to email or call me if you have any questions or need additional information. I hope you'll enjoy this valuable training!

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