



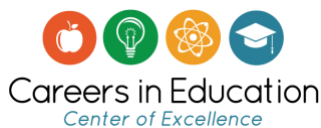
IMPLICIT BIAS INSTITUTE

In Workforce Education

Implicit Bias in Workforce Education Institute 2021-2022 Resource Guide

Led by the Washington State Centers of Excellence for Marine Manufacturing & Technology, Construction, Careers in Education, Agriculture & Natural Resource, along with the Machinists Institute, the Implicit Bias in Workforce Education Institute is an in-person and online training platform for the workforce education system in Washington State. The Institute develops working tools and processes to identify and reduce unconscious biases that hinder student, apprentice, faculty, and leadership success and enrich the overall campus, learning and training environments.

This guide is a living document. We will continually update and edit the guide to share relevant and current resources related to implicit bias in workforce education.



Implicit Bias Resources

Glossary: Diversity, Bias, and Inclusion

[Glossary - Love Has No Labels](#)

Rita Cameron Wedding Ph.D. Implicit Bias Training with Impact

<https://www.drcameronwedding.com>

American Bar Association: Implicit Biases & People with Disabilities

https://www.americanbar.org/groups/diversity/disabilityrights/resources/implicit_bias/

Confronting Unconscious Age Bias, NationalSwell Studio

<https://nationswell.com/campaigns/confronting-unconscious-age-bias/>

CORA (Center for Organizational Responsibility and Advancement)

<https://coralearning.org/>

Harvard Self-assessments (commonly known as the Implicit Association Test or IAT)

<https://implicit.harvard.edu/implicit/takeatest.html>

Institution Interventions to Prevent Implicit Bias from Undermining Organizational Diversity by Victoria W. Jackson, The Kirwan Institute for the Study of Race and Ethnicity

<https://kirwaninstitute.osu.edu/media-releases/combating-implicit-bias-workplace>

JoAnn Moody, "Rising above Cognitive Errors: Guidelines for Search, Tenure Review, and Other Evaluation Committees"

<http://www.ccas.net/files/ADVANCE/Moody%20Rising%20above%20Cognitive%20Errors%20List.pdf>

Kirwan Institute for the Study of Race and Ethnicity, Ohio State University, Columbus, OH

<http://www.racialequityresourceguide.org/orgs/kirwan-institute-for-the-study-of-race-and-ethnicity>

Lavender Rights Project: Providing legal advocacy and community education by and for LGBTQ communities

<https://www.lavenderrightsproject.org/>

National Alliance for Partnerships in Equity (NAPE)

<https://www.napequity.org>

National Implicit Bias Network

<http://implicitbias.net/>

National Institute on Aging Implicit Bias Resources

<https://www.nia.nih.gov/research/alzheimers-dementia-outreach-recruitment-engagement-resources/implicit-bias-resources>

Project Implicit

<https://www.projectimplicit.net/>

Society for Human Resource Management: Implicit Bias Prevention Resources

<https://www.shrm.org/hr-today/news/hr-news/pages/implicit-bias-prevention-resources.aspx>

UCLA Equity, Diversity and Inclusion

<https://equity.ucla.edu/know/implicit-bias/>

U.S. Department of Education, “The State of Racial Diversity in the Educator Workforce,”

2016. <https://www2.ed.gov/rschstat/eval/highered/racial-diversity/state-racial-diversity-workforce.pdf>

U.S. Census 2020 Results <https://www.census.gov/programs-surveys/decennial-census/decade/2020/2020-census-results.html>

University of Oregon: Implicit Bias Awareness: Resources and Activities

<https://vpfa.uoregon.edu/implicit-bias-awareness-monthevents-and-resources-february-2018>

Urban League of Metropolitan Seattle

<https://urbanleague.org/>

Washington Council of Lawyers: Implicit Bias Resources

<https://wclawyers.org/implicit-bias-resources/>

Washington State Board for Community & Technical Colleges (SBCTC) Diversity & Equity in Hiring & Professional Development (DEHPD)

https://www.governor.wa.gov/sites/default/files/documents/DiversityEquityHiringandDevelopment_03-21-2019.pdf

Implicit Bias – Video Resources

- [Example of Unconscious Bias in the Workplace](#) (2 minutes)
- [Implicit Bias in Action](#) (4 ½ minutes)
- [Implicit Bias Matters: Thinking Under the Influence \(T.U.I.\)](#) (4 minutes)
- [Implicit/Unconscious Bias in the Human Services](#) (8 ½ minutes)
- [Nixon Administration’s War on Drugs](#) (1 minute)
- [Our Hidden Biases](#) (5 minutes)
- [Peanut Butter, Jelly and Racism](#) (2 ½ minutes)
- [Responding to Racial Bias and Microaggressions in Online Environments](#) Frank Harris III & J. Luke Wood with CORA Learning (1 hour 10 minutes)
- [The Look](#) (Microaggressions) (2 minutes)
- [Trauma Informed Pedagogy: Teaching in Uncertain Times](#) Mays Imad for MAGNA Publications (1 hour, 45 minutes) password: trauma372

- [Unconscious Bias](#) - TED TALKS LIVE Short (3 minutes)

Implicit Bias - Online Articles & Resources

- [7 Classroom Management Mistakes—and the Research on How to Fix Them](#), Youki Terada, 2020
- [American Medical Association \(AMA\) Racism is a threat to public health](#), Kevin B. O'Reilly, 2020
- [Blackface, Implicit Bias, and the Informal Curriculum: Shaping the Healthcare Workforce, and Improving Health](#), Science Direct, 2020
- [BREAKING | BARRIERS 2 Plotting the Path Away from Juvenile Detention and Toward Academic Success for School-age African American Males](#), Ivory A. Toldson, Ph.D., 2011
- [Epistemic exclusion: Scholar\(ly\) devaluation that marginalizes faculty of color](#), American Psychological Association, 2020
- [Examining Learning Through an Anti-Racist Lens](#), Jessica Fregni and Laura Zingg, 2020
- [How to Respond to Racial Microaggressions When They Occur](#), J. Luke Wood and Frank Harris III, Diverse Education, 2020
- [Implicit Bias: More Than Just a Few Bad Apples](#), Dr. Rita Cameron Wedding Ph.D., Juvenile Justice Information Exchange, 2016
- [Institutional Interventions to Prevent Implicit Bias from Undermining Organizational Diversity](#), Victoria W. Jackson, The Kirwan Institute for the Study of Race and Ethnicity, 2018
- [The Cost of Unconscious Bias in the Workplace](#), Team True Office Learning, 2019
- [The Science of Equality, Volume 1: Addressing Implicit Bias, Racial Anxiety, and Stereotype Threat in Education and Health Care](#), Perception Institute, 2014
- [Trauma-Informed Practices for Postsecondary Education: A Guide](#), Shannon Davidson, Ph.D., Education Northwest, 2017
- [‘True Gen’: Generation Z and its implications for companies](#), Tracy Francis and Fernanda Hoefel, 2018
- [Using implicit bias training to improve attitudes toward women in STEM](#), Sarah M. Jackson, Amy L. Hillard and Tamera R. Schneider, SpringerLink, 2014
- [Unconscious bias and why it matters in the workplace](#), John Sternlicht, 2019
- [Understanding Implicit Bias: What Educators Should Know](#), Cheryl Staats, 2016
- [Unconscious Racist Bias: Barrier to a Diverse Nursing Faculty](#), Dena Hassouneh, Ph.D., 2013

Implicit Bias - Books & Publications

- [Biased](#), by Jennifer Everhardt, PhD, 2019
- [Becoming An Ally: Breaking the Cycle of Oppression in People](#), by Anne Bishop, 2015
- [Institutions, Ideologies, and Individuals: Feminist Perspectives on Gender, Race and Class](#), by Rita Cameron Wedding, 2004

Additional Diversity, Equity & Inclusion Resources

- [Asking the Right Questions Now: Preparing for the Next Chapter of Digital Learning](#) NROC (60 minutes)
- [#COVID-19 ASL Video Series](#) Center for Disease Control (times vary)
- [Equity-Minded Online Teaching: Using Canvas as a Model](#) Jennifer Ortiz for USC Center for Urban Education (90 minutes)
- [Safeguarding Quality, Equity, & Inclusion as Learning Moves On-line](#) AAC&U *requires free account set-up* (60 minutes)
- [The Importance of Equity-Minded Virtual Practices During COVID19: A Conversation with Students](#) USC Center for Urban Education (90 minutes)
- [Turning Tensions and Conflict into Creative Engagement](#) Paul Horton (55 minutes)
- [Trauma Informed Pedagogy: Teaching in Uncertain Times](#) Mays Imad for MAGNA Publications (1 hour, 45 minutes) password: trauma372
- [V3I3: Beacon Award Winner: The 4 Connections at Lake Washington Institute of Technology](#)

Self-Care & Things to Do

- Go outside: walk, ride a bike, fly a kite
- Practice yoga or do simple stretches
- Listen to the [Creative Confidence Podcast](#), conversations on leadership and design thinking (available on Apple, Soundcloud, and Spotify)
- Review [Activities for Remote Collaboration](#). Create your own remote activity to share with your team.
- Listen to a podcast on self-care or stress-management: Untangle, The Pineapple Project, The One You Feed, Happy Place, H.E.R Space: Uplifting Conversations for the Black Woman, Radio Headspace, Oprah's Super Soul Conversations, The Thrive Global Podcast.
- Download and try a meditation app:
 - [Aura - #1 App for Emotional Health & Sleep \(aurahealth.io\)](#)
 - [Calm - The #1 App for Meditation and Sleep](#)
 - [Insight Timer - #1 Free Meditation App for Sleep, Relax & More](#)
 - [Meditation & Mindfulness App | Buddhify](#)
 - [Meditation and Sleep Made Simple - Headspace](#)
 - [Sattva - We are here to inspire you to Meditate!](#)
 - [Smiling Mind](#)
- Create a [Service Blueprint](#) to generate solutions for operational sticking points and slowdowns.
- Access on-line recovery or mental health support: [Alcoholics Anonymous](#), [Narcotics Anonymous](#), [Gamblers Anonymous](#), [Al-Anon](#), [National Association on Mental Illness](#).
- Bake a cake!