



# IMPLICIT BIAS INSTITUTE

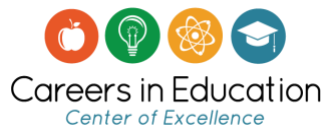
In Workforce Education

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## Implicit Bias Institute in Workforce Education 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.*



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## Implicit Bias

Glossary: Diversity, Bias, and Inclusion

[Glossary - Love Has No Labels](#)

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

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

National Alliance for Partnerships in Equity (NAPE)

<https://www.napequity.org>

National Implicit Bias Network

<http://implicitbias.net/>

Project Implicit

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

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

<https://www.drcaameronwedding.com>

UCLA Equity, Diversity and Inclusion

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

University of Oregon: Implicit Bias Awareness: Resources and Activities

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

Washington Council of Lawyers: Implicit Bias Resources

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

## 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

## Implicit Bias - Online Articles & Resources

- [Institutional Interventions to Prevent Implicit Bias from Undermining Organizational Diversity](#), Victoria W. Jackson, The Kirwan Institute for the Study of Race and Ethnicity, 2018
- [Unconscious Bias Training: How to Start This Essential Process in Your Workplace](#), Reference, 2021
- [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 – 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](#) (1 hour 10 minutes)
- [The Look](#) (Microaggressions) (2 minutes)
- [Trauma Informed Pedagogy: Teaching in Uncertain Times](#) (1 hour, 45 minutes)  
password: trauma372
- [Unconscious Bias](#) (3 minutes)

## Implicit Bias in Workforce Education Institute – Video Series

- [Introduction to Implicit Bias](#), Dr. Rita Cameron Wedding, February 2021 (60 minutes)

- [Impact of a Significant Event in Workforce Education](#), Dr. Rita Cameron Wedding, March 2021 (90 minutes)
- [Inclusive Pedagogy](#), Gretchen Robertson & Kip Zwolenski, April 2021 (60 minutes)
- [LGBTQ & Gender Biases](#), Morgan Mentzer, May 2021 (60 minutes)
- [Leadership in Implicit Bias](#), Zenovia Harris, June 2021 (60 minutes)

## Ageism

- [Ageing: Ageism, World Health Organization \(WHO\)](#)
- [Ageism is a global challenge: UN, World Health Organization \(WHO\), March 2021](#)
- [Confronting Unconscious Age Bias, NationalSwell Studio](#)
- [How Does Ageism Impact More Than Just Older Adults? Very Well Mind, May 2020](#)
- [National Institute on Aging Implicit Bias Resources](#)

## Disability

- [American Bar Association: Implicit Biases & People with Disabilities](#)
- [Cares of Washington](#)

## Formerly Incarcerated

- [Fighting Implicit Biases in Education in the Criminal Justice System, Nucleos](#)
- [After Lockdown: Life for the Formerly Incarcerated, Pulitzer Center](#)
- [Formerly incarcerated, Trojan uses her platform to change the stigma about others like her, University of Southern California](#)

## Glossaries

- [Love Has No Labels - Diversity, Bias, and Inclusion Glossary](#)
- [Racial Equity Tools Glossary](#)
- [UC Davis Diversity, Equity & Inclusion Glossary](#)
- [University of Victoria Anti-Violence Project Glossary](#)
- [Washington University in St. Louis Center for Diversity & Inclusion Glossary of Bias Terms](#)
- [Ontario Human Rights Commission Glossary of Human Rights Terms](#)

## Health

- [National Institute for Children's Health Quality Implicit Bias Resource Guide](#)

## Homelessness

- [Barriers to Success: Housing Insecurity for U.S. College Students](#)
- [Cares of Washington](#)
- [Homeless Information: Washington](#)
- [National Alliance to End Homelessness](#)
- [New Housing Option for CHAP Students Coming](#)
- [Place Matters: A Two-Generation Approach to Housing](#)
- [Student Homelessness and Basic Needs Insecurity](#)
- [Supporting College Completion for Students Experiencing Homelessness](#)
- [United States Interagency Council on Homelessness](#)
- [Urban League of Metropolitan Seattle](#)
- [Washington Homeless Statistics](#)
- [Washington State Department of Commerce Homeless Assistance](#)

## Human Resources

- [Institution Interventions to Prevent Implicit Bias from Undermining Organizational Diversity by Victoria W. Jackson, The Kirwan Institute for the Study of Race and Ethnicity](#)
- [Washington State University Human Resource Services + Implicit Bias](#)
- [JoAnn Moody, "Rising above Cognitive Errors: Guidelines for Search, Tenure Review, and Other Evaluation Committees"](#)
- [Lavender Rights Project: Legal Services](#)
- [Q Law Foundation: LGBTQ Legal Clinic](#)
- [Society for Human Resource Management \(SHRM\): Implicit Bias Prevention Resources](#)
- [US Department of Labor: LGBT Policy for Workers](#)
- [US Equal Employment Opportunity Commission: What You Should Know: HIV/AIDS & Employment Discrimination](#)
- [Vice: Why do people say "never talk to HR"?](#)
- [WA Department of Labor & Industries: Workers' Rights Forms & Publications](#)
- [WA Labor Education and Research Center: Washington State Workers' Rights Manual](#)
- [WA State Board for Community & Technical Colleges \(SBCTC\) Diversity & Equity in Hiring & Professional Development \(DEHPD\)](#)
- [Women in Science & Engineering Leadership Institute, University of Wisconsin-Madison \(WISELI\) Reviewing Applicants: Research on Bias and Assumptions](#)

## Inclusive Pedagogy

- Association of American Colleges & Universities [Fostering Inclusion with UDL](#)
- Cult of Pedagogy [If Equity is a Priority, UDL is a Must](#)

- Georgetown University Center for New Designs in Learning & Scholarship [Inclusive Pedagogy](#)
- Iowa State University Center for Excellence in Learning and Teaching [Inclusive Pedagogy](#)
- Renton Technical College [Inclusive Pedagogy Instructional Designers](#)
- Renton Technical College [What is Inclusive Pedagogy?](#)
- SAGE 2YC [SAGE Musings: Shifting from Deficit Thinking to Asset Thinking](#)
- The Black Sheep Community [What is a deficit mindset? How to move beyond it?](#)
- [UDL Guidelines Checklist](#)
- University of Michigan [LSA Inclusive Teaching Implicit Bias](#)
- UU Allies for Racial Equity [Characteristics of White Supremacy Culture](#)
- Yale University *Poorvu Center for Teaching and Learning* [Inclusive Teaching Strategies](#)

## Leadership

- [American Bar Association Unconscious Bias, Implicit Bias, and Microaggressions: What Can We Do About Them?](#)
- [Chief Learning Officer Leadership Development Implicit bias affects us all](#)
- [Ranieka Weston pLink Leadership](#)
- [Rita Cameron Wedding Ph.D. Implicit Bias Training with Impact](#)

## LGBTQ+

- [Lavender Rights Project: Get That Sh\\*t Done! Monthly Legal Clinics](#)
- [Lavender Rights Project: Legal Services](#)
- [Lavendar Rights Project: Prisoner Name Change Clinics](#)
- [Lavender Rights Project: Providing legal advocacy and community education by and for LGBTQ communities](#)
- [Lavender Rights Project: WA Black Trans Task Force](#)
- [Q Law Foundation: LGBTQ Legal Clinic](#)
- [Reckoning Trade Project](#)
- [US Department of Labor: LGBT Policy for Workers](#)
- [US Equal Employment Opportunity Commission: What You Should Know: HIV/AIDS & Employment Discrimination](#)
- [Vice: Why do people say “never talk to HR”?](#)
- [WA Department of Labor & Industries: Workers’ Rights Forms & Publications](#)
- [WA Labor Education and Research Center: Washington State Workers’ Rights Manual](#)

## Mental Health and Neurodiversity

- [Biases Surrounding Mental Health, Beardie Health, February 2021](#)
- [Mindwise Innovations](#)
- [National Alliance on Mental Illness \(NAMI\)](#)
- [Neurodiversity In the Workplace: What Is It? Who Benefits? Picked Magazine, June 2021](#)
- [Overcoming stigma: Three strategies toward better mental health in the workplace, McKinsey Quarterly, July 2020](#)
- [Understanding \(and Getting Past\) the Mental Health Stigma, Cleveland Clinic, June 2020](#)
- [What is mental health stigma? Medical News Today, November 2020](#)
- [What is Neurodiversity? Harvard Health Publishing, Harvard Medical School, November 2021](#)

## Racism

- [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](#)
- [Kirwan Institute for the Study of Race and Ethnicity, Ohio State University, Columbus, OH](#)
- 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](#)

## 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)
- [CORA](#) (Center for Organizational Responsibility and Advancement)
- [Equity-Minded Online Teaching: Using Canvas as a Model](#) Jennifer Ortiz for USC Center for Urban Education (90 minutes)
- [King County Executive: Equity and Social Justice](#)
- [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](#), [AI-Anon](#), [National Association on Mental Illness](#).
- Bake a cake!

