

# Free Implicit Bias Training Online

## **Institute of Medicine, Board on Health Sciences Policy, Committee on Understanding and Eliminating Racial and Ethnic Disparities in Health Care**

Lean In Sheryl Sandberg, 2013-03-12 Sheryl Sandberg's Lean In is a massive cultural phenomenon and its title has become an instant catchphrase for empowering women. The book soared to the top of bestseller lists internationally, igniting global conversations about women and ambition. Sandberg packed theatres, dominated opinion pages, appeared on every major television show and on the cover of Time magazine, and sparked ferocious debate about women and leadership. Ask most women whether they have the right to equality at work and the answer will be a resounding yes, but ask the same women whether they'd feel confident asking for a raise, a promotion, or equal pay, and some reticence creeps in. The statistics, although an improvement on previous decades, are certainly not in women's favour – of 197 heads of state, only twenty-two are women. Women hold just 20 percent of seats in parliaments globally, and in the world of big business, a meagre eighteen of the Fortune 500 CEOs are women. In Lean In, Sheryl Sandberg – Facebook COO and one of Fortune magazine's Most Powerful Women in Business – draws on her own experience of working in some of the world's most successful businesses and looks at what women can do to help themselves, and make the small changes in their life that can effect change on a more universal scale.

**Implicit Bias in Schools** Gina Laura Gullo, Kelly Capatosto, Cheryl Staats, 2018-12-07 Implicit bias is often recognized as one of the reasons for instances of discrimination and injustice, despite most people explicitly believing in the importance of equality and justice for all people. Implicit Bias in Schools provides practitioners with an understanding of implicit bias and how to address it from start to finish: what it is, how it is a problem, and how we can fix it. Grounded in an accessible summary of research on bias and inequity in schools, this book bridges the research-to-practice gap by exploring how implicit bias affects students and what school leaders can do to mitigate the effects of bias in their schools. Covering issues of discipline, instruction, academic achievement, mindfulness, data collection, and culturally relevant practices, and full of rich examples and strategies, Implicit Bias in Schools is a must-have resource for educators today. Supplemental material, including links to resources mentioned in the text, tools, and worksheets to assist your journey when implementing strategies at your own school can be found at [www.routledge.com/9781138497061](http://www.routledge.com/9781138497061).

**Producing Bias-Free Policing** Lorie A. Fridell,2016-08-03 This Brief provides specific recommendations for police professionals to reduce the influence of implicit bias on police practice, which will improve both effectiveness (in a shift towards evidence-based, rather than bias-based) practices and police legitimacy. The author is donating her proceeds from this book to the National Law Enforcement Officers Memorial Fund (nleomf.org).

**Leading Equity** Sheldon L. Eakins,2022-07-20 Transform your school and your classroom with these best practices in equity That the typical modern classroom lacks equity will come as no surprise to many educators. But few resources explain how to remedy that situation in the here and now. Leading Equity delivers an eye-opening and actionable discussion of how to transform a classroom or school into a more equitable place. Through explorations of ten concrete steps that you can take right now, Dr. Sheldon L. Eakins offers you the skills, resources, and concepts you'll need to address common equity deficiencies in education. You'll learn about: Things you can do today to advance the cause of equity in your classroom, from reconsidering your language choices to getting to know yourself and your students Using social justice as the basis for your advocacy for equity How to promote a decolonial atmosphere and model vulnerability and humility for your students and colleagues Ideal for educators and educational leaders at all stages of their careers, Leading Equity will help you improve your ability to offer an equitable environment to all of your students.

**Comprehensive Healthcare Simulation: Nursing** Jared M. Kutzin,KT Waxman,Connie M. Lopez,Debra Kiegaldie,2024-02-28 Simulation-based education is a rapidly expanding field. The use of simulation was pioneered in anesthesiology and nursing over 50 years ago. However, recent advances have allowed simulation to become commonplace in many different educational environments. These environments include undergraduate nursing education, graduate nursing education, and post-graduate clinical education. This book provides an in-depth review of the common simulation techniques used in each setting and then dives deeper into each of the practice areas that nurses use for simulation. The book offers an overview for novice simulation users as well as a resource for simulation users looking to expand into other uses. Capturing the latest advances, this book brings a comprehensive review of gradate and post-graduate clinical simulation together in a single resource.

**The nature of prejudice** Gordon W. Allport,1986

**An Introduction to Implicit Bias** Erin Beeghly,Alex Madva,2020-03-27 Written by a diverse range of scholars, this accessible introductory volume asks: What is implicit bias? How does implicit bias compromise our knowledge of others and social reality? How does implicit bias affect us, as individuals and participants in larger social and political institutions, and what can we do to combat biases? An interdisciplinary enterprise, the volume brings together the philosophical perspective of the humanities with the perspective of the social sciences to develop rich lines of inquiry. Its twelve chapters are written in a non-technical style, using relatable examples that help readers understand what implicit bias is, its significance, and the

controversies surrounding it. Each chapter includes discussion questions and additional annotated reading suggestions, and a companion webpage contains teaching resources. The volume is an invaluable resource for students—and researchers—seeking to understand criticisms surrounding implicit bias, as well as how one might answer them by adopting a more nuanced understanding of bias and its role in maintaining social injustice.

*Neuroscience of Prejudice and Intergroup Relations* Belle Derks, Daan Scheepers, Naomi Ellemers, 2013-06-19

Psychological research on the origins and consequences of prejudice, discrimination, and stereotyping has moved into previously uncharted directions through the introduction of neuroscientific measures. Psychologists can now address issues that are difficult to examine with traditional methodologies and monitor motivational and emotional as they develop during ongoing intergroup interactions, thus enabling the empirical investigation of the fundamental biological bases of prejudice. However, several very promising strands of research have largely developed independently of each other. By bringing together the work of leading prejudice researchers from across the world who have begun to study this field with different neuroscientific tools, this volume provides the first integrated view on the specific drawbacks and benefits of each type of measure, illuminates how standard paradigms in research on prejudice and intergroup relations can be adapted for the use of neuroscientific methods, and illustrates how different methodologies can complement each other and be combined to advance current insights into the nature of prejudice. This cutting-edge volume will be of interest to advanced undergraduates, graduates, and researchers students who study prejudice, intergroup relations, and social neuroscience.

*The Politics of Evidence* Justin Parkhurst, 2016-10-04 The Open Access version of this book, available at

<http://www.tandfebooks.com/>, has been made available under a Creative Commons Attribution-Non Commercial-No Derivatives 3.0 license. There has been an enormous increase in interest in the use of evidence for public policymaking, but the vast majority of work on the subject has failed to engage with the political nature of decision making and how this influences the ways in which evidence will be used (or misused) within political areas. This book provides new insights into the nature of political bias with regards to evidence and critically considers what an ‘improved’ use of evidence would look like from a policymaking perspective. Part I describes the great potential for evidence to help achieve social goals, as well as the challenges raised by the political nature of policymaking. It explores the concern of evidence advocates that political interests drive the misuse or manipulation of evidence, as well as counter-concerns of critical policy scholars about how appeals to ‘evidence-based policy’ can depoliticise political debates. Both concerns reflect forms of bias – the first representing technical bias, whereby evidence use violates principles of scientific best practice, and the second representing issue bias in how appeals to evidence can shift political debates to particular questions or marginalise policy-relevant social concerns. Part II then draws on the fields of policy studies and cognitive psychology to understand the origins and mechanisms of both forms of bias in relation to political interests and values. It illustrates how such biases are not only

common, but can be much more predictable once we recognise their origins and manifestations in policy arenas. Finally, Part III discusses ways to move forward for those seeking to improve the use of evidence in public policymaking. It explores what constitutes 'good evidence for policy', as well as the 'good use of evidence' within policy processes, and considers how to build evidence-advisory institutions that embed key principles of both scientific good practice and democratic representation. Taken as a whole, the approach promoted is termed the 'good governance of evidence' - a concept that represents the use of rigorous, systematic and technically valid pieces of evidence within decision-making processes that are representative of, and accountable to, populations served.

*Unconscious Bias in Schools* Tracey A. Benson, Sarah Edith Fiarman, 2019 In *Unconscious Bias in Schools*, two seasoned educators describe the phenomenon of unconscious racial bias and how it negatively affects the work of educators and students in schools. Regardless of the amount of effort, time, and resources education leaders put into improving the academic achievement of students of color, the authors write, if unconscious racial bias is overlooked, improvement efforts may never achieve their highest potential. In order to address this bias, the authors argue, educators must first be aware of the racialized context in which we live. Through personal anecdotes and real-life scenarios, *Unconscious Bias in Schools* provides education leaders with an essential roadmap for addressing these issues directly. The authors draw on the literature on change management, leadership, critical race theory, and racial identity development, as well as the growing research on unconscious bias in a variety of fields, to provide guidance for creating the conditions necessary to do this work--awareness, trust, and a learner's stance. Benson and Fiarman also outline specific steps toward normalizing conversations about race; reducing the influence of bias on decision-making; building empathic relationships; and developing a system of accountability. All too often, conversations about race become mired in questions of attitude or intention-But I'm not a racist! This book shows how information about unconscious bias can help shift conversations among educators to a more productive, collegial approach that has the potential to disrupt the patterns of perception that perpetuate racism and institutional injustice. Tracey A. Benson is an assistant professor of educational leadership at the University of North Carolina at Charlotte. Sarah E. Fiarman is the director of leadership development for EL Education, and a former public school teacher, principal, and lecturer at Harvard Graduate School of Education.

Unequal Treatment Institute of Medicine, Board on Health Sciences Policy, Committee on Understanding and Eliminating Racial and Ethnic Disparities in Health Care, 2009-02-06 Racial and ethnic disparities in health care are known to reflect access to care and other issues that arise from differing socioeconomic conditions. There is, however, increasing evidence that even after such differences are accounted for, race and ethnicity remain significant predictors of the quality of health care received. In *Unequal Treatment*, a panel of experts documents this evidence and explores how persons of color experience the health care environment. The book examines how disparities in treatment may arise in health care systems

and looks at aspects of the clinical encounter that may contribute to such disparities. Patients' and providers' attitudes, expectations, and behavior are analyzed. How to intervene? Unequal Treatment offers recommendations for improvements in medical care financing, allocation of care, availability of language translation, community-based care, and other arenas. The committee highlights the potential of cross-cultural education to improve provider-patient communication and offers a detailed look at how to integrate cross-cultural learning within the health professions. The book concludes with recommendations for data collection and research initiatives. Unequal Treatment will be vitally important to health care policymakers, administrators, providers, educators, and students as well as advocates for people of color.

**Microaggressions in Everyday Life** Derald Wing Sue, 2010-02-09 Praise for *Microaggressions in Everyday Life* In a very constructive way, Dr. Sue provides time-tested psychological suggestions to make our society free of microaggressions. It is a brilliant resource and ideal teaching tool for all those who wish to alter the forces that promote pain for people. —Melba J. T. Vasquez, PhD, ABPP President, American Psychological Association *Microaggressions in Everyday Life* offers an insightful, scholarly, and thought-provoking analysis of the existence of subtle, often unintentional biases, and their profound impact on members of traditionally disadvantaged groups. The concept of microaggressions is one of the most important developments in the study of intergroup relations over the past decade, and this volume is the definitive source on the topic. —John F. Dovidio, PhD Professor of Psychology, Yale University Derald Wing Sue has written a must-read book for anyone who deals with diversity at any level. *Microaggressions in Everyday Life* will bring great rewards in understanding and awareness along with practical guides to put them to good use. —James M. Jones, PhD Professor of Psychology and Director of Black American Studies, University of Delaware This is a major contribution to the multicultural discourse and to understanding the myriad ways that discrimination can be represented and its insidious effects. Accessible and well documented, it is a pleasure to read. —Beverly Greene, PhD, ABPP Diplomate in Clinical Psychology and Professor of Psychology, St. John's University A transformative look at covert bias, prejudice, and discrimination with hopeful solutions for their eventual dissolution Written by bestselling author Derald Wing Sue, *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation* is a first-of-its-kind guide on the subject of microaggressions. This book insightfully looks at the various kinds of microaggressions and their psychological effects on both perpetrators and their targets. Thought provoking and timely, Dr. Sue suggests realistic and optimistic guidance for combating—and ending—microaggressions in our society.

**Whistling Vivaldi: And Other Clues to How Stereotypes Affect Us (Issues of Our Time)** Claude M. Steele, 2011-04-04 The acclaimed social psychologist offers an insider's look at his research and groundbreaking findings on stereotypes and identity. Claude M. Steele, who has been called “one of the few great social psychologists,” offers a vivid first-person account of the research that supports his groundbreaking conclusions on stereotypes and identity. He sheds new light on American social phenomena from racial and gender gaps in test scores to the belief in the superior athletic prowess

of black men, and lays out a plan for mitigating these “stereotype threats” and reshaping American identities.

**Zaccagnini & White's Core Competencies for Advanced Practice Nursing: A Guide for DNPs** Diane Schadewald, 2024-01-04 Zaccagnini & White's Core Competencies for Advanced Practice Nursing: A Guide for DNPs, Fifth Edition continues to be the only textbook intended as the go to resource to help students understand what it means to be a DNP. Across the nation Doctorate of Nursing Practice (DNP) programs can now be found in every state with program growth continuing. In April 2021, the AACN released the new Essentials: Core Competencies for Professional Nursing practice. Although this shifts the Essentials from degree-based competencies to practice level-based competencies, there remains a great need for a dedicated resource that serves as the template for new and existing DNP programs to support faculty and students as they collectively participate in DNP programming, teaching, and direct care service in multiple roles--

**UNBIAS** Stacey A. Gordon, 2021-03-01 Let the CEO of Rework Work help you understand diversity, equity, and inclusion concepts to actively remove bias from the workplace Dismantling unhealthy workplaces involves much more than talking about it, and more than charts, graphs, and statistics—it requires action. Although it's increasingly common for businesses of all shapes and sizes to appreciate the importance of diversity and inclusion in the workplace, many are often unaware of bias in the cultures they've created. Others might know there's a problem, but don't know how to properly address it. UNBIAS: Addressing Unconscious Bias At Work helps you understand concepts of workplace diversity, equity, and inclusion, shows you how to identify bias, and provides you with the tools for actively removing barriers and ensuring equity throughout your organization. Written by Stacey Gordon—CEO of Rework Work, a company on a mission to reduce bias in global talent acquisition and management—this real-world handbook offers step-by-step guidance on creating workplace cultures where employees feel they belong. UNBIAS teaches you to: Identify and address bias in the workplace Understand what you can do to be more inclusive Handle potentially uncomfortable conversations Discuss race in an authentic and meaningful way Use workplace-proven tools that make concepts of diversity and equity actionable Help your employee resource groups without giving them extra work Place accountability on organizational policies that allow biased behavior UNBIAS is a must-have resource for all employers, managers, and HR professionals seeking to create and sustain healthy, inclusive, and equitable workplace environments.

**Embodied Social Justice** Rae Johnson, 2022-11-25 Embodied Social Justice introduces an embodied approach to working with oppression. Grounded in current research, the book integrates key findings from education, psychology, sociology, and somatic studies while addressing critical gaps in how these fields have addressed pervasive patterns of social injustice. At the heart of the book, a series of embodied narratives bring to life everyday experiences of oppression through evocative descriptions of how power implicitly shapes body image, interpersonal space, eye contact, gestures, and the use of touch. This second edition includes two new body stories from research participants living and working in the global South.

Supplemental guidelines for practice, updated references, and new community resources have also been added. Designed for social workers, counselors, educators, and other human service professionals working with members of disenfranchised and marginalized communities, Embodied Social Justice offers a conceptual framework and model of practice to assist in identifying, unpacking, and transforming embodied experiences of oppression from the inside out.

**Algorithms of Oppression** Safiya Umoja Noble, 2018-02-20 Acknowledgments -- Introduction: the power of algorithms -- A society, searching -- Searching for Black girls -- Searching for people and communities -- Searching for protections from search engines -- The future of knowledge in the public -- The future of information culture -- Conclusion: algorithms of oppression -- Epilogue -- Notes -- Bibliography -- Index -- About the author

**Culturally Responsive Teaching Online and in Person** Stephanie Smith Budhai, Kristine S. Lewis Grant, 2022-02-08 Let your care for students shine through--wherever they learn. Teaching in the 21st century means adapting to online teaching and responding to urgent issues of equity, inclusion, and social justice. This book merges these skills. Combining an interactive action planner with teacher preparation and professional development, it introduces the Dynamic Equitable Learning Environments (DELE) framework, which can help you quickly pivot instruction to ensure equitable, inclusive learning experiences in any educational setting. Other features include Demonstrative, inspirational, and culturally responsive practical approaches Reflection questions, anti-bias exercises, and critical thinking activities Interactive items, online resources, and readings Action plan templates to pursue after completing the book

*Mathematics for Machine Learning* Marc Peter Deisenroth, A. Aldo Faisal, Cheng Soon Ong, 2020-04-23 The fundamental mathematical tools needed to understand machine learning include linear algebra, analytic geometry, matrix decompositions, vector calculus, optimization, probability and statistics. These topics are traditionally taught in disparate courses, making it hard for data science or computer science students, or professionals, to efficiently learn the mathematics. This self-contained textbook bridges the gap between mathematical and machine learning texts, introducing the mathematical concepts with a minimum of prerequisites. It uses these concepts to derive four central machine learning methods: linear regression, principal component analysis, Gaussian mixture models and support vector machines. For students and others with a mathematical background, these derivations provide a starting point to machine learning texts. For those learning the mathematics for the first time, the methods help build intuition and practical experience with applying mathematical concepts. Every chapter includes worked examples and exercises to test understanding. Programming tutorials are offered on the book's web site.

**Enriching Collaboration and Communication in Online Learning Communities** Stevenson, Carolyn N., Bauer, Joanna C., 2019-08-30 Effective communication is essential in every organization, including educational institutions. Often, members of the online community work in isolation. Collaboration across varying disciplines and departments can promote

unique professional development activities and create a stronger connection to the entire online community. *Enriching Collaboration and Communication in Online Learning Communities* is a critical scholarly publication that supports communication and collaboration in online settings by focusing on the ways all members of the educational institution can create community to foster personal and professional growth for all. The book takes an in-depth look at communication strategies and challenges including managing conflict, working effectively in virtual teams, critical thinking, intercultural and cross-cultural communication, and online leadership. It is ideal for faculty, teachers, administrators, principles, curriculum developers, professionals, researchers, and students.

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pump after it failed to do its job we

have not touched the timing we used

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think or we r going to check the timing

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