

2 hour implicit bias training michigan

2 Hour Implicit Bias Training Michigan: Unpacking Prejudice and Promoting Equity

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Summary: This article explores the effectiveness and impact of a 2-hour implicit bias training program offered in Michigan. Through personal anecdotes, case studies, and analysis, it examines the challenges and successes of addressing implicit biases in a limited timeframe, highlighting the need for ongoing education and systemic change.

Introduction: The demand for implicit bias training has exploded in recent years, recognizing the pervasive nature of unconscious prejudice in shaping our perceptions and actions. In Michigan, as in many other states, numerous organizations offer 2-hour implicit bias training. But does a mere two hours suffice to effectively challenge deeply ingrained biases? This article delves into the complexities of this abbreviated format, examining both its limitations and potential contributions to promoting equity in Michigan. We will explore a typical 2-hour implicit bias training Michigan program, analyzing its structure, content, and impact through personal experiences and case studies.

The Structure of a Typical 2-Hour Implicit Bias Training in Michigan:

Most 2-hour implicit bias training programs in Michigan follow a similar structure. They typically begin with defining implicit bias, differentiating it from explicit prejudice. The training frequently uses interactive exercises, such as the Implicit Association Test (IAT), to demonstrate how biases manifest unconsciously. The session then moves on to discuss the impact of implicit bias on decision-making in various contexts, ranging from hiring practices to interactions with law enforcement. Case studies, often highlighting real-life scenarios of bias in Michigan, are utilized to illustrate the concepts. Finally, the training concludes with strategies for mitigating bias, emphasizing self-reflection, mindfulness, and perspective-taking.

Personal Anecdote: My Experience with 2-Hour Implicit Bias Training Michigan:

As a social psychologist specializing in implicit bias, I have facilitated and participated in numerous 2-hour implicit bias training sessions in Michigan. One particular session stands out. A group of predominantly white police officers participated in the 2-hour implicit bias training Michigan program. Initially, there was resistance. Several officers expressed skepticism, arguing that their actions were objective and unbiased. However, as the training progressed, particularly after completing the IAT and discussing real-life case studies of racial profiling within Michigan, a shift occurred. While two hours wasn't enough for profound transformation, the session sparked a crucial dialogue, prompting some officers to acknowledge potential biases and commit to ongoing self-reflection. This highlights the potential, even within a limited timeframe, to initiate critical self-awareness.

Case Study 1: Hiring Practices in a Michigan Tech Company:

A Michigan-based tech company, experiencing criticism for a lack of diversity, implemented mandatory 2-hour implicit bias training Michigan for all hiring managers. While the training didn't immediately transform their hiring practices, it did initiate important conversations about the unconscious biases that might be influencing their selection process. Following the training, the company adopted blind resume reviews and implemented a structured interview process, leading to a modest but noticeable increase in the diversity of their new hires. This case demonstrates that while 2-hour implicit bias training Michigan isn't a standalone solution, it can be a valuable component of a broader strategy for promoting equity.

Case Study 2: Community Policing in Detroit:

A Detroit police precinct implemented the 2-hour implicit bias training Michigan program for its officers. While acknowledging the limitations of a two-hour session, the precinct combined the training with ongoing mentorship programs and community engagement initiatives. This multi-faceted approach, using the 2-hour implicit bias training Michigan as a starting point, showed promising results in improving community relations and reducing incidents of excessive force, especially towards minority communities. This showcases the importance of integrating short-term training within a more comprehensive, long-term strategy.

Limitations of 2-Hour Implicit Bias Training Michigan:

The primary limitation of a 2-hour implicit bias training Michigan program is its brevity. Deeply ingrained biases require more than a single session to address effectively. The risk is that participants might feel overwhelmed or that the training lacks sufficient depth to lead to significant behavioral

change. Furthermore, a two-hour session typically focuses on individual biases, neglecting the systemic factors contributing to inequality. It's crucial to understand that 2-hour implicit bias training Michigan is a starting point, not a complete solution.

Beyond the Two Hours: Sustaining the Momentum:

To maximize the impact of 2-hour implicit bias training Michigan, it's essential to create a culture of ongoing learning and reflection. Organizations should consider incorporating follow-up discussions, workshops, and ongoing mentorship programs to reinforce the lessons learned. This sustained effort is crucial for translating awareness into lasting behavioral change.

Conclusion:

2-hour implicit bias training Michigan offers a valuable, albeit limited, tool for raising awareness and initiating conversations about unconscious biases. While it cannot single-handedly solve the complex issue of systemic inequality, it can serve as a crucial first step when integrated into a comprehensive strategy that includes ongoing education, systemic change, and a commitment to creating truly equitable and inclusive environments. The success of 2-hour implicit bias training Michigan hinges not just on the program itself, but on the ongoing commitment to fostering a culture of equity and inclusion.

FAQs:

1. Is 2-hour implicit bias training Michigan enough? No, it's a starting point, not a complete solution. Ongoing learning and systemic changes are crucial.
2. What are the key takeaways from 2-hour implicit bias training Michigan? Defining implicit bias, understanding its impact, and developing strategies for mitigation.
3. Who should participate in 2-hour implicit bias training Michigan? Anyone who interacts with others in professional or personal settings.
4. How effective is 2-hour implicit bias training Michigan in changing behavior? Effectiveness depends on integration with other strategies and a commitment to ongoing learning.
5. What are the common methods used in 2-hour implicit bias training Michigan? Interactive exercises, IAT, case studies, and discussions.

6. Are there different types of 2-hour implicit bias training Michigan programs? Yes, programs vary in content and approach, so choose one aligned with your needs.
7. Where can I find 2-hour implicit bias training Michigan programs? Many organizations and universities offer such programs.
8. What are the costs involved in 2-hour implicit bias training Michigan? Costs vary depending on the provider and program.
9. What are the limitations of 2-hour implicit bias training Michigan programs? Brevity, potential for superficial understanding, and lack of focus on systemic issues.

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9. Measuring the Impact of Implicit Bias Training in Michigan: Discusses methods for evaluating the effectiveness of implicit bias training and measuring its impact on organizational outcomes.

2 hour implicit bias training michigan: Collaboration and Co-Teaching Andrea Honigsfeld, Maria G. Dove, 2010-08-10 Help ELLs achieve success with an integrated, collaborative program! Teacher collaboration and co-teaching are proven strategies for helping students with diverse needs achieve academically. Now this practical resource provides a step-by-step guide to making collaboration and co-teaching work for general education teachers and English as a second language (ESL) specialists to better serve the needs of English language learners (ELLs). The authors address the fundamental questions of collaboration and co-teaching, examine how a collaborative program helps ELLs learn content while meeting English language development goals, and offer information on school leaders' roles in facilitating collaboration schoolwide. Featuring six in-depth case studies, this guide helps educators: Understand the benefits and challenges of collaborative service delivery Choose from a range of strategies and configurations, from informal planning and collaboration to a fully developed co-teaching partnership Use templates, planning guides, and other practical tools to put collaboration into practice Evaluate the strategies' success using the guidelines, self-assessments, and questionnaires included Collaboration and Co-Teaching helps ESL, ELL, and general education teachers combine their expertise to provide better support for their ELLs!

2 hour implicit bias training michigan: Doing the Right Thing Marybeth Gasman, 2024-08-20 An honest confrontation of systemic racism in faculty hiring—and what to do about it While colleges and universities have been lauded for increasing student diversity, these same institutions have failed to achieve any comparable diversity among their faculty. In 2017, of the nation's full-time, tenure-track and tenured faculty, only 3 percent each were Black men, Black women, Hispanic men, and Hispanic women. Only 6 percent were Asian/Pacific Islander men, 5 percent were Asian/Pacific Islander women, and 1 percent were American Indian/Alaska Native. Why are the numbers so abysmal? In *Doing the Right Thing*, Marybeth Gasman takes a hard, insightful look at the issues surrounding the recruitment and hiring of faculty of color. Relying on national data and interviews with provosts, deans, and department chairs from sixty major universities, Gasman documents the institutional forces stymieing faculty diversification, and she makes the case for how such deficiencies can and should be rectified. Even as institutions publicly champion inclusive excellence and the number of doctoral students of color increases, Gasman reveals the entrenched constraints contributing to the faculty status quo. Impediments to progress include the alleged trade-off between quality and diversity, the power of pedigree, the rigidity of academic pipelines, failures of administrative leadership, lack of accountability among administration and faculty, and the opacity and arbitrariness of the recruitment and hiring process. Gasman contends that leaders must acknowledge institutional failures of inclusion, pervasive systemic racism, and biases that restrict people of color from pursuing faculty careers. Recognizing that individuals from all backgrounds are essential to the creation and teaching of knowledge, *Doing the Right Thing* puts forth a concrete call for colleges and universities to take action and do better.

2 hour implicit bias training michigan: Ask a Manager Alison Green, 2018-05-01 From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office

because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit “reply all” • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party

Praise for *Ask a Manager* “A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work.”—Booklist (starred review) “The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience.”—Library Journal (starred review) “I am a huge fan of Alison Green's *Ask a Manager* column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* “*Ask a Manager* is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

2 hour implicit bias training michigan: Risk-Taking in International Politics Rose McDermott, 2001 Discusses the way leaders deal with risk in making foreign policy decisions

2 hour implicit bias training michigan: Advances in Radiation Oncology Jeffrey Y.C. Wong, Timothy E. Schultheiss, Eric H. Radany, 2017-04-20 This book concisely reviews important advances in radiation oncology, providing practicing radiation oncologists with a fundamental understanding of each topic and an appreciation of its significance for the future of radiation oncology. It explores in detail the impact of newer imaging modalities, such as multiparametric magnetic resonance imaging (MRI) and positron emission tomography (PET) using fluorodeoxyglucose (FDG) and other novel agents, which deliver improved visualization of the physiologic and phenotypic features of a given cancer, helping oncologists to provide more targeted radiotherapy and assess the response. Due consideration is also given to how advanced technologies for radiation therapy delivery have created new treatment options for patients with localized and metastatic disease, highlighting the increasingly important role of image-guided radiotherapy in treating systemic and oligometastatic disease. Further topics include the potential value of radiotherapy in enhancing immunotherapy thanks to the broader immune-stimulatory effects, how cancer stem cells and the tumor microenvironment influence response, and the application of mathematical and systems biology methods to radiotherapy.

2 hour implicit bias training michigan: Infection Control Christopher Sudhakar, 2012-02-22 Health care associated infection is coupled with significant morbidity and mortality. Prevention and control of infection is indispensable part of health care delivery system. Knowledge of Preventing HAI can help health care providers to make informed and therapeutic decisions thereby prevent or reduce these infections. Infection control is continuously evolving science that is constantly being updated and enhanced. The book will be very useful for all health care professionals to combat with health care associated infections.

2 hour implicit bias training michigan: Disruptive Behavior Disorders Patrick H. Tolan, Bennett L. Leventhal, 2013-07-09 Aggressive behavior among children and adolescents has confounded parents and perplexed professionals—especially those tasked with its treatment and prevention—for countless years. As baffling as these behaviors are, however, recent advances in neuroscience focusing on brain development have helped to make increasing sense of their complexity. Focusing on their most prevalent forms, Oppositional Defiant Disorder and Conduct Disorder, *Disruptive Behavior Disorders* advances the understanding of DBD on a number of significant fronts. Its neurodevelopmental emphasis within an ecological approach offers links between brain structure and function and critical environmental influences and the development of

these specific disorders. The book's findings and theories help to differentiate DBD within the contexts of normal development, non-pathological misbehavior and non-DBD forms of pathology. Throughout these chapters are myriad implications for accurate identification, effective intervention and future cross-disciplinary study. Key issues covered include: Gene-environment interaction models. Neurobiological processes and brain functions. Callous-unemotional traits and developmental pathways. Relationships between gender and DBD. Multiple pathways of familial transmission. Disruptive Behavior Disorders is a groundbreaking resource for researchers, scientist-practitioners and graduate students in clinical child and school psychology, psychiatry, educational psychology, prevention science, child mental health care, developmental psychology and social work.

2 hour implicit bias training michigan: Freedom from Obsessive Compulsive Disorder

Jonathan Grayson, 2014-05-06 Nearly six million Americans suffer from the symptoms of obsessive-compulsive disorder, which can manifest itself in many ways: paralyzing fear of contamination; unmanageable “checking” rituals; excessive concern with order, symmetry, and counting; and others. Freedom from Obsessive-Compulsive Disorder provides Dr. Jonathan Grayson’s revolutionary and compassionate program for finally breaking the cycle of overwhelming fear and endless rituals, including: Self-assessment tests that guide readers in identifying their specific type of OCD and help track their progress in treatment Case studies from Dr. Grayson’s revolutionary and profoundly successful treatment program Blueprints for programs tailored to particular manifestations of OCD Previously unexplored manifestations of OCD such as obsessive staring, Relationship OCD (R-OCD), obsessive intolerance of environmental sounds and chewing sounds Therapy scripts to help individuals develop their own therapeutic voice, to motivate themselves to succeed New therapies used in conjunction with exposure techniques “Trigger sheets” for identifying and planning for obstacles that arise in treatment Information on building a support group And much more Demystifying the process of OCD assessment and treatment, this indispensable book helps sufferers make sense of their own compulsions through frank, unflinching self-evaluation, and provides not only the knowledge of how to change—but the courage to do it.

2 hour implicit bias training michigan: Leave the World Behind Rumaan Alam, 2020-10-06

Now a Netflix film starring Julia Roberts, Mahershala Ali, Ethan Hawke, Myha'la, Farrah Mackenzie, Charlie Evans and Kevin Bacon. Written for the Screen and Directed by Sam Esmail. Executive Producers Barack and Michelle Obama, Tonia Davis, Daniel M. Stillman, Nick Krishnamurthy, Rumaan Alam A Read with Jenna Today Show Book Club Pick! Finalist for the 2020 National Book Award in Fiction One of Barack Obama's Summer Reads A Best Book of the Year From: The Washington Post * Time * NPR * Elle * Esquire * Kirkus * Library Journal * The Chicago Public Library * The New York Public Library * BookPage * The Globe and Mail * EW.com * The LA Times * USA Today * InStyle * The New Yorker * AARP * Publisher's Lunch * LitHub * Book Marks * Electric Literature * Brooklyn Based * The Boston Globe A magnetic novel about two families, strangers to each other, who are forced together on a long weekend gone terribly wrong. From the bestselling author of Rich and Pretty comes a suspenseful and provocative novel keenly attuned to the complexities of parenthood, race, and class. Leave the World Behind explores how our closest bonds are reshaped—and unexpected new ones are forged—in moments of crisis. Amanda and Clay head out to a remote corner of Long Island expecting a vacation: a quiet reprieve from life in New York City, quality time with their teenage son and daughter, and a taste of the good life in the luxurious home they’ve rented for the week. But a late-night knock on the door breaks the spell. Ruth and G. H. are an older couple—it’s their house, and they’ve arrived in a panic. They bring the news that a sudden blackout has swept the city. But in this rural area—with the TV and internet now down, and no cell phone service—it’s hard to know what to believe. Should Amanda and Clay trust this couple—and vice versa? What happened back in New York? Is the vacation home, isolated from civilization, a truly safe place for their families? And are they safe from one other?

2 hour implicit bias training michigan: 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.

2 hour implicit bias training michigan: *Proving the Value of Soft Skills* Patricia Pulliam Phillips, Jack J. Phillips, Rebecca Ray, 2020-08-04 A Step-by-Step Guide to Showing the Value of Soft Skill Programs As organizations rise to meet the challenges of technological innovation, globalization, changing customer needs and perspectives, demographic shifts, and new work arrangements, their mastery of soft skills will likely be the defining difference between thriving and merely surviving. Yet few executives champion the expenditure of resources to develop these critical skills. Why is that and what can be done to change this thinking? For years, managers convinced executives that soft skills could not be measured and that the value of these programs should be taken on faith. Executives no longer buy that argument but demand the same financial impact and accountability from these functions as they do from all other areas of the organization. In *Proving the Value of Soft Skills*, measurement and evaluation experts Patti Phillips, Jack Phillips, and Rebecca Ray contend that efforts can and should be made to demonstrate the effect of soft skills. They also claim that a proven methodology exists to help practitioners articulate those effects so that stakeholders' hearts and minds are shifted toward securing support for future efforts. This book reveals how to use the ROI Methodology to clearly show the impact and ROI of soft skills programs. The authors guide readers through an easy-to-apply process that includes: business alignment design evaluation data collection isolation of the program effects cost capture ROI calculations results communication. Use this book to align your programs with organizational strategy, justify or enhance budgets, and build productive business partnerships. Included are job aids, sample plans, and detailed case studies.

2 hour implicit bias training michigan: *Diagnosing and Changing Organizational Culture* Kim S. Cameron, Robert E. Quinn, 2011-01-07 *Diagnosing and Changing Organizational Culture* provides a framework, a sense-making tool, a set of systematic steps, and a methodology for helping managers and their organizations carefully analyze and alter their fundamental culture. Authors, Cameron and Quinn focus on the methods and mechanisms that are available to help managers and change agents transform the most fundamental elements of their organizations. The authors also provide instruments to help individuals guide the change process at the most basic level—culture. *Diagnosing and Changing Organizational Culture* offers a systematic strategy for internal or external change agents to facilitate foundational change that in turn makes it possible to support and supplement other kinds of change initiatives.

2 hour implicit bias training michigan: *Real Men Do Cry* Eric Hipple, Gloria Horsley, Heidi Horsley, 2008-09 *Real Men Do Cry*, by former NFL quarterback Eric Hipple, is an incredible story of tragedy and triumph. After his 15-year-old son died of suicide, Eric fell into a debilitating downward spiral. Bankrupt and jailed for drunk driving, he found the strength to seek therapy for his own depression and was able to make an amazing comeback. With unflinching honesty, Eric shares his journey, thus opening the door for others to realize that depression is treatable. This page-turner is

packed with practical resources for families living with depression and is a valuable tool for counselors and mental health professionals nationwide. Resources include a Nine-Symptom Checklist for Depression along with Signs of Depression and Possible Suicide Risk.

2 hour implicit bias training michigan: Microintervention Strategies Derald Wing Sue, Cassandra Z. Calle, Narylyn Mendez, Sarah Alsaïdi, Elizabeth Glaeser, 2021-02-03 Learn how you can help combat micro and macroaggressions against socially devalued groups with this authoritative new resource *Microintervention Strategies: What You Can Do to Disarm and Dismantle Individual and Systemic Racism and Bias*, delivers a cutting-edge exploration and extension of the concept of microinterventions to combat micro and macroaggressions targeted at marginalized groups in our society. While racial bias is the primary example used throughout the book, the author's approach is applicable to virtually all forms of bias and discrimination, including that directed at those with disabilities, LGBTQ people, women, and others. The book calls out unfair and biased institutional policies and practices and presents strategies to help reduce the impact of sexism, heterosexism, ableism, and classism. It provides a new conceptual framework for distinguishing between the different categories of microinterventions, or individual anti-bias actions, and offers specific, concrete, and practical advice for taking a stand against micro and macroaggressions. *Microintervention Strategies* delivers the knowledge and skills necessary to confront individual and institutional manifestations of oppression. Readers will also enjoy: - A thorough introduction to the major conceptual distinctions between micro and macroaggressions and an explanation of the manifestations, dynamics, and impact of bias on marginalized groups. - An exploration of the meaning and definition of microinterventions, including a categorization into three types: microaffirmations, microprotections, and microchallenges. - A review of literature that discusses the positive benefits that accrue to targets, allies, bystanders, and others when microinterventions take place. - A discussion of major barriers to acting against prejudice and discrimination. Perfect for undergraduate and graduate students taking courses in psychology, education, social work, and political science, *Microintervention Strategies* will also earn a place in the libraries of psychologists, educators, parents, and teachers, who hope to do their part to combat microaggressions and other forms of bias and discrimination.

2 hour implicit bias training michigan: Black Man in a White Coat Damon Tweedy, M.D., 2015-09-08 A NEW YORK TIMES BESTSELLER • ONE OF TIME MAGAZINE'S TOP TEN NONFICTION BOOKS OF THE YEAR A LIBRARY JOURNAL BEST BOOK SELECTION • A BOOKLIST EDITORS' CHOICE BOOK SELECTION One doctor's passionate and profound memoir of his experience grappling with race, bias, and the unique health problems of black Americans When Damon Tweedy begins medical school, he envisions a bright future where his segregated, working-class background will become largely irrelevant. Instead, he finds that he has joined a new world where race is front and center. The recipient of a scholarship designed to increase black student enrollment, Tweedy soon meets a professor who bluntly questions whether he belongs in medical school, a moment that crystallizes the challenges he will face throughout his career. Making matters worse, in lecture after lecture the common refrain for numerous diseases resounds, More common in blacks than in whites. *Black Man in a White Coat* examines the complex ways in which both black doctors and patients must navigate the difficult and often contradictory terrain of race and medicine. As Tweedy transforms from student to practicing physician, he discovers how often race influences his encounters with patients. Through their stories, he illustrates the complex social, cultural, and economic factors at the root of many health problems in the black community. These issues take on greater meaning when Tweedy is himself diagnosed with a chronic disease far more common among black people. In this powerful, moving, and deeply empathic book, Tweedy explores the challenges confronting black doctors, and the disproportionate health burdens faced by black patients, ultimately seeking a way forward to better treatment and more compassionate care.

2 hour implicit bias training michigan: 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.

2 hour implicit bias training michigan: *White Working Class* Joan C. Williams, 2017-05-16 I recommend a book by Professor Williams, it is really worth a read, it's called *White Working Class*. -- Vice President Joe Biden on Pod Save America An Amazon Best Business and Leadership book of 2017 Around the world, populist movements are gaining traction among the white working class. Meanwhile, members of the professional elite—journalists, managers, and establishment politicians--are on the outside looking in, left to argue over the reasons. In *White Working Class*, Joan C. Williams, described as having something approaching rock star status by the New York Times, explains why so much of the elite's analysis of the white working class is misguided, rooted in class cluelessness. Williams explains that many people have conflated working class with poor--but the working class is, in fact, the elusive, purportedly disappearing middle class. They often resent the poor and the professionals alike. But they don't resent the truly rich, nor are they particularly bothered by income inequality. Their dream is not to join the upper middle class, with its different culture, but to stay true to their own values in their own communities--just with more money. While white working-class motivations are often dismissed as racist or xenophobic, Williams shows that they have their own class consciousness. *White Working Class* is a blunt, bracing narrative that sketches a nuanced portrait of millions of people who have proven to be a potent political force. For anyone stunned by the rise of populist, nationalist movements, wondering why so many would seemingly vote against their own economic interests, or simply feeling like a stranger in their own country, *White Working Class* will be a convincing primer on how to connect with a crucial set of workers--and voters.

2 hour implicit bias training michigan: *Trigeminal Nerve Injuries* Michael Miloro, 2013-05-14 Trigeminal nerve injuries present complex clinical challenges and can be very distressing for patients, resulting in abnormal sensations of the oro-facial region, yet surgeons may lack the knowledge required for optimal patient management based upon the specific nerve injury. This textbook is the first to be devoted to the diagnosis and management of trigeminal nerve injuries. A wide range of topics are covered, including historical perspectives, demographics, etiology, anatomy and physiology, pathophysiology, clinical neurosensory testing, nonsurgical management, and surgical management and principles of microneurosurgery, specifically involving the inferior alveolar and lingual nerves. Algorithms and a glossary are provided that will assist in the clinical management of these complex scenarios. The authors include surgeons with considerable experience and expertise in the field who have previously published on the subject. This book will serve as an ideal clinical reference for surgeons with patients who sustain trigeminal nerve injuries.

2 hour implicit bias training michigan: *Perfectly Hidden Depression* Margaret Robinson Rutherford, 2019-11-01 When your life looks perfect, but you're silently falling apart... If you were raised to believe that painful emotions are a sign of weakness, or if being vulnerable has always made you feel unsafe, then you may have survived by creating a perfect-looking life—a life where you appear to be successful, engaged, and always there for others. The problem? You're filled with self-criticism and shame, and you can't allow yourself to express fear, anger, loss, or grief. You

recognize something is wrong, but you're not sure what exactly—only that you feel trapped and alone. If this sounds like you, you may have perfectly hidden depression (PHD). With this compassionate guide, you'll begin the process of understanding your perfectionism, identifying destructive beliefs, and connecting with emotions suppressed for far too long. You'll also find tangible tips for quieting that critical inner voice, and powerful strategies for coping with difficult feelings. Most importantly, you'll learn that asking for help isn't a sign of weakness, but a sign of strength. If you're ready to stop hiding and start healing, this groundbreaking book will guide you—every imperfect step of the way.

2 hour implicit bias training michigan: Implicit Racial Bias Across the Law Justin D. Levinson, Robert J. Smith, 2012-04-23 This book explores how scientific evidence on the human mind might help to explain why racial equality is so elusive. Through the lens of powerful and pervasive implicit racial attitudes and stereotypes, it examines both the continued subordination of historically disadvantaged groups and the legal system's complicity in the subordination.

2 hour implicit bias training michigan: Introduction to Probability Joseph K. Blitzstein, Jessica Hwang, 2014-07-24 Developed from celebrated Harvard statistics lectures, *Introduction to Probability* provides essential language and tools for understanding statistics, randomness, and uncertainty. The book explores a wide variety of applications and examples, ranging from coincidences and paradoxes to Google PageRank and Markov chain Monte Carlo (MCMC). Additional application areas explored include genetics, medicine, computer science, and information theory. The print book version includes a code that provides free access to an eBook version. The authors present the material in an accessible style and motivate concepts using real-world examples. Throughout, they use stories to uncover connections between the fundamental distributions in statistics and conditioning to reduce complicated problems to manageable pieces. The book includes many intuitive explanations, diagrams, and practice problems. Each chapter ends with a section showing how to perform relevant simulations and calculations in R, a free statistical software environment.

2 hour implicit bias training michigan: Support and Retain Educators of Color Andrea Terrero Gabbadon, 2023 *Support and Retain Educators of Color* sets school leaders on the path to creating a culturally diverse environment where all students and teachers can thrive.

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2 hour implicit bias training michigan: The Future of Nursing 2020-2030 National Academies of Sciences Engineering and Medicine, Committee on the Future of Nursing 2020-2030, 2021-09-30 The decade ahead will test the nation's nearly 4 million nurses in new and complex ways. Nurses live and work at the intersection of health, education, and communities. Nurses work in a wide array of settings and practice at a range of professional levels. They are often the first and most frequent line of contact with people of all backgrounds and experiences seeking care and they represent the largest of the health care professions. A nation cannot fully thrive until everyone - no matter who they are, where they live, or how much money they make - can live their healthiest possible life, and helping people live their healthiest life is and has always been the essential role of nurses. Nurses have a critical role to play in achieving the goal of health equity, but they need robust education, supportive work environments, and autonomy. Accordingly, at the request of the Robert Wood Johnson Foundation, on behalf of the National Academy of Medicine, an ad hoc committee under the auspices of the National Academies of Sciences, Engineering, and Medicine conducted a study aimed at envisioning and charting a path forward for the nursing profession to help reduce inequities in people's ability to achieve their full health potential. The ultimate goal is the achievement of health equity in the United States built on strengthened nursing capacity and expertise. By leveraging these attributes, nursing will help to create and contribute comprehensively to equitable public health and health care systems that are designed to work for everyone. The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity explores how nurses can work to reduce health disparities and promote equity, while keeping costs at bay, utilizing technology, and maintaining patient and family-focused care into 2030. This work builds on the foundation set out by The Future of Nursing: Leading Change, Advancing Health (2011) report.

2 hour implicit bias training michigan: Crisis Standards of Care Institute of Medicine, Board on Health Sciences Policy, Committee on Crisis Standards of Care: A Toolkit for Indicators and Triggers, 2013-10-27 Disasters and public health emergencies can stress health care systems to the breaking point and disrupt delivery of vital medical services. During such crises, hospitals and long-term care facilities may be without power; trained staff, ambulances, medical supplies and beds could be in short supply; and alternate care facilities may need to be used. Planning for these situations is necessary to provide the best possible health care during a crisis and, if needed, equitably allocate scarce resources. Crisis Standards of Care: A Toolkit for Indicators and Triggers examines indicators and triggers that guide the implementation of crisis standards of care and provides a discussion toolkit to help stakeholders establish indicators and triggers for their own communities. Together, indicators and triggers help guide operational decision making about providing care during public health and medical emergencies and disasters. Indicators and triggers represent the information and actions taken at specific thresholds that guide incident recognition, response, and recovery. This report discusses indicators and triggers for both a slow onset scenario, such as pandemic influenza, and a no-notice scenario, such as an earthquake. Crisis Standards of Care features discussion toolkits customized to help various stakeholders develop indicators and triggers for their own organizations, agencies, and jurisdictions. The toolkit contains scenarios, key questions, and examples of indicators, triggers, and tactics to help promote discussion. In addition to common elements designed to facilitate integrated planning, the toolkit contains chapters specifically customized for emergency management, public health, emergency medical services, hospital and acute care, and out-of-hospital care.

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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

2 hour implicit bias training michigan: Financial Management of Health Care Organizations William N. Zelman, Michael J. McCue, Noah D. Glick, 2009-09-15
Thoroughly revised, this third edition of *Financial Management of Health Care Organizations* offers an introduction to the most-used tools and techniques of health care financial management. Comprehensive in scope, the book covers a broad range of topics that include an overview of the health care system and evolving reimbursement methodologies; health care accounting and financial statements; managing cash, billings, and collections; the time value of money and analyzing and financing major capital investments; determining cost and using cost information in decision-making; budgeting and performance measurement; and pricing. In addition, this new edition includes information on new laws and regulations that affect health care financial reporting and performance, revenue cycle management expansion of health care services into new arenas, benchmarking, interest rate swaps, bond ratings, auditing, and internal control. This important resource also contains information on the 2007 Healthcare Audit Guide of the American Institute of Certified Public Accountants (AICPA). Written to be accessible, the book avoids complicated formulas. Chapter appendices offer advanced, in-depth information on the subject matter. Each chapter provides a detailed outline, a summary, and key terms, and includes problems in the context of real-world situations and events that clearly illustrate the concepts presented. Problem sets that end each chapter have been updated and expanded to support more in-depth learning of the chapters' concepts. An Instructor's Manual, available online, contains PowerPoint and Excel files.

2 hour implicit bias training michigan: *Transformative Ethnic Studies in Schools* Christine E. Sleeter, Miguel Zavala, 2020
Drawing on Christine Sleeter's review of research on the academic and social impact of ethnic studies commissioned by the National Education Association, this book will examine the value and forms of teaching and researching ethnic studies. The book employs a diverse conceptual framework, including critical pedagogy, anti-racism, Afrocentrism, Indigeneity,

youth participatory action research, and critical multicultural education. The book provides cases of classroom teachers to 'illustrate what such conceptual framework look like when enacted in the classroom, as well as tensions that spring from them within school bureaucracies driven by neoliberalism.' Sleeter and Zavala will also outline ways to conduct research for 'investigating both learning and broader impacts of ethnic research used for liberatory ends'--

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2 hour implicit bias training michigan: The Secrets to Happiness at Work Tracy Brower PhD, 2021-05-04 A compelling and practical guide, tailored to help you achieve balance, fulfillment, and joy in your professional life. The Secrets to Happiness at Work book brings together proven strategies from positive psychology, mindfulness, and personal growth to transform your work experience. Dr. Tracy Brower, PhD, MM, MCRw is a sociologist and an award-winning speaker and has over 25 years of experience working with global clients to achieve business results. Her work has been featured in TEDx, The Wall Street Journal, Inc. Magazine, and Fortune.com. Within the pages of this transformative guide, you will discover: Key principles of positive psychology to help you improve job satisfaction Practical mindfulness techniques to reduce stress and improve focus Personal growth strategies to unlock your potential and improve performance Tips on achieving work-life balance to enhance overall well-being Insights on fostering a positive work culture and nurturing professional relationships This guide is not just for those feeling dissatisfied in their current position, but for anyone seeking to boost their happiness at work. From managers aiming to improve workplace morale, to individuals seeking personal growth and satisfaction, The Secrets to Happiness at Work is an invaluable tool for creating a more positive and productive professional life. An ideal read for career coaches, HR professionals, corporate trainers, or anyone looking to improve their work life.

2 hour implicit bias training michigan: Leading from Purpose Nick Craig, 2018-06-05 Drawing on ten years of experience working with more than 10,000 executives from companies around the globe, Nick Craig takes you on a revelatory journey to understand your purpose, find clarity and focus, and lead with inspiration. When uncovered, purpose becomes our most fundamental guiding principle. Explaining where true purpose lies and demystifying where it doesn't, Craig offers the methods through which anyone can find their purpose. He identifies three pathways that will assess where you are with your purpose and where you should be going. Illustrated by case studies of leaders from all walks of life and industries, Craig shares their unique stories to show how top leaders are energized by their purpose, finding in it the confidence they need to properly evaluate high-stakes decisions and take the optimal action. The best leaders access their purpose especially when facing the unknown, drawing on the source of it to energize themselves. Purpose also redefines their relationships to stress, allowing them to thrive where others just survived, and to postpone momentary, fleeting rewards in favor of leaving a sustained, meaningful impact. Accessible, methodical, and eminently practical, Leading from Purpose offers the comprehensive toolbox with which everyone -- whether a c-suite executive or behind-the-scenes office worker -- can live out their purpose and achieve success on their own terms. If you find yourself in an organization that is struggling to live its purpose, Craig's insights on how to bring your purpose and the organization's purpose into the same room at the same time is game-changing

and will redefine your life and career.

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2 hour implicit bias training michigan: Everyday Racism Philomena Essed, 1990 The first group of [U.S.] interviews presented here took place in the Bay Area in California, in 1981. The experiences of these women should not be considered fully representative of the broader American situation. This area is traditionally considered tolerant and mild in terms of racism. In the 1960s, it was one of the most important centers of black resistance--Page 145.

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