



Training Opportunity Implicit (Unconscious) Bias Training

Conducted by: Dr. Bryant T. Marks, Sr., Chief Equity Officer and Principal Trainer, NTIRE

Background: Broadly speaking, group-based bias involves varying degrees of stereotyping (exaggerated beliefs about others), prejudice (dis/liking others), and/or discrimination (unequal treatment of others) that occur above or below conscious awareness. Scholars have labeled the subconscious form of group based bias *implicit bias*. Implicit bias is primarily seen as an attitude or stereotype held about social groups below conscious awareness. It often affects our liking or disliking of others as well as preferential or negative treatment of or behavior toward others. Research has revealed that many Americans show a positive implicit bias toward White Americans vs. African Americans, young vs. old and fit vs. obese. We all have implicit bias. The impact of our implicit bias on others, however, significantly depends on our social and professional roles in society. These associations are often very strong and difficult to undue without deliberate effort or ongoing training. It is possible, however, to implement practices or policies that reduce the likelihood that implicitly biased beliefs will lead to biased behaviors.

Description: This training will answer the following questions through highly interactive and introspective exercises.

1. What is implicit bias and what does implicit bias look like in the real world?
2. What causes implicit bias?
3. How is implicit bias measured?
4. How does implicit bias affect the person who holds the bias?
5. How does implicit bias affect the attitudes and behaviors of the target group?
6. How can implicit bias be reduced/managed at the individual and institutional levels?

All trainings will include an overview of implicit bias research and key findings, a discussion of implicit bias from the audience's perspective, and small working group discussions on potential implementation of several recommended practices/policies from social scientists that are expected to reduce bias.

Duration: Full-day, 7 hours

Audience: Tailored to law enforcement, education, judiciary, case managers, and other program staff. Twenty-five participants are required at a minimum per training.

Cost: Free

Request Training: Registration and additional training details are available on the Criminal Justice Coordinating Council's website - <https://cjcc.georgia.gov/workshopstrainings-0>. Please direct all related questions to Stephanie Mikkelsen, Juvenile Justice Supervisor, at smikkelsen@cjcc.ga.gov.

* This training is supported by the Disproportionate Minority Contact (DMC) Subcommittee of the Georgia Juvenile Justice State Advisory Group (SAG) under the Criminal Justice Coordinating Council. More information concerning the DMC Subcommittee's work is available on the Criminal Justice Coordinating Council's website <https://cjcc.georgia.gov/dmc>