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*The WCRP Presents:*

# Foundations of Implicit Bias

*Two-Part Webinar*

**INSTRUCTOR:** Janelle Tarasewicz, Principal Consultant, Aperture EQ

**OVERVIEW:** Implicit biases are the attitudes and stereotypes that hang out in the depths of our minds. As professionals, we strive to remain objective as we interact with our communities and teams on a daily basis. However, science tells us that everyone is subject to these fallacies. Implicit bias directly impacts our decisions as we hire, promote, negotiate, and manage our employees, and impacts our perceptions as we work with and navigate our communities. There are many underlying factors that contribute to these unconscious processes in our minds. By unpacking the science behind these theories, we can better understand how implicit biases operate and what steps we can take to mitigate their impact.

**Learning Objectives:**

- Explain the science behind our hidden bias, so we can better understand how our attitudes and stereotypes are developed.
- Discuss how implicit biases impact our relationships at work and in our communities.
- Reflect on our personal identities and biases and discover our role in fostering empathy and understanding in the greater community.
- Develop an understanding of microaggressions and be able to describe their existence in everyday life.
- Learn tools to engage in constructive conversations with our teams about implicit bias and how it might be showing up in our workplaces and communities.
- Create a plan for actionable steps we can take to interrupt our biases.

**ATTENDANCE REQUIREMENTS:**

- This is a two-part course, requiring attendance both days.
- In addition, participants will be asked to complete a homework assignment in between class sessions that will take less than one hour to complete.
- This course is highly interactive; attendees will be asked to have cameras on and to communicate by unmuting and using the chat feature.

**SCHEDULE:** Two opportunities to choose from! This two-part course will take place the following dates and times:

**April 28 & 29, 2021**

9:30am-12:30pm both days

**June 2 & 3, 2021**

9:30am-12:30pm both days

**AUDIENCE:** Recommended for staff in all work environments and at all levels, & offered exclusively to WCRP members.

**REGISTRANT CAP:** Up to 30 attendees per course.

**REGISTRATION & FEES:** This series is available to WCRP members only, at no charge. **\$25 no-show fee will be assessed if cancellation notice is not received 24-hours prior to the training or if attendee does not attend both days.**

**CLICK HERE TO REGISTER** or register online at [www.wcrp.info](http://www.wcrp.info): Hover over the Member Services tab, click on Training & Scholarships, select WCRP Events & Training Online Registration Form, then carefully select the training date you wish to attend and complete the online form.

**Questions?** Email [memberservices@wcrp.wa.gov](mailto:memberservices@wcrp.wa.gov).