

Link & Course Title	Description	Investment
FAQs for Implicit Bias Training	LARA Bureau of Professional Licensing	
CQ Your Bias 4 Hours	<p>The CQ® Your Bias virtual workshop helps individuals understand unconscious bias and manage their bias during interactions with others. In this highly interactive course, participants explore personal biases and the systemic bias present in societal and organizational practices, processes, and policies.</p> <p>Research based practices are embedded throughout the CQ Your Bias workshop. This course uses the Cultural Intelligence Center’s e-learning program, combined with an interactive, live course led by an experienced trainer in unconscious bias. Participants will get examples and best practices for using CQ across the organization. They will leave with an action plan for improving their CQ.</p> <p>Participants will receive a customized CQ profile, Action Plan, and resources for use back in the workplace. The schedule for workshops is listed below and has a minimum/maximum capacity of 10-30 team members.</p>	
Michigan-Implicit-Bias-Training.com Michigan Implicit Bias Training for All Health Care Professions One- Hour	<p>This LIVE one-hour course is designed to meet the implicit bias training requirement for all health care professions in the state of Michigan. Starting in June 2022, the Michigan Bureau of Professional Licensing (LARA) now requires implicit bias training for almost all health care professions. Implicit bias training is required as a condition for initial licensure as well as license renewal. The training is in addition to any continuing education training required for your profession. The course content covers all required topics outlined in the new rule added to the Public Health Code – General Rules R 338.7704 Implicit bias training standards.</p> <ul style="list-style-type: none"> • Monday, Jun 20, 12:00 PM - 01:00 PM (EDT) • Wednesday, Jun 29, 06:00 PM - 07:00 PM (EDT) • Wednesday, Jul 6, 06:00 PM - 07:00 PM (EDT) • Monday, Jul 11, 12:00 PM - 01:00 PM (EDT) • Wednesday, Jul 20, 06:00 PM - 07:00 PM (EDT) • Monday, Jul 25, 12:00 PM - 01:00 PM (EDT) 	\$14.99 per person
Michigan-Implicit-Bias-Training.com Live - Michigan Implicit Bias Training for All Health Care Professions	<p>This LIVE two-hour course is designed to meet the implicit bias training requirement for all health care professions in the state of Michigan. Starting in June 2022, the Michigan Bureau of Professional Licensing (LARA) now requires implicit bias training for almost all health care professions. Implicit bias training is required as a condition for initial licensure as well as license renewal. The training is in addition to any continuing education training required for your profession. The course content covers all required topics</p>	\$29.99 per person

<p>Two Hours</p>	<p>outlined in the new rule added to the Public Health Code – General Rules R 338.7704 Implicit bias training standards.</p> <ul style="list-style-type: none"> • Thursday, Jun 16, 06:00 PM - 08:00 PM (EDT) • Wednesday, Jun 22, 06:00 PM - 08:00 PM (EDT) • Monday, Jun 27, 12:00 PM - 02:00 PM (EDT) • Wednesday, Jul 13, 06:00 PM - 08:00 PM (EDT) • Monday, Jul 18, 12:00 PM - 02:00 PM (EDT) • Wednesday, Jul 27, 06:00 PM - 08:00 PM (EDT) 	
<p>Michigan State Medical Society</p> <p>Reducing Unconscious Bias – an Imperative (RUBI)</p> <p>Two Part Activity, Part 1 Enduring Material and Part 2 Live for a maximum of 1.5 <i>AMA PRA Category Credit(s)</i>[™]. Physicians should claim only the credit commensurate with the extent of their participation in the activity.</p> <p>Part 1: On-Demand</p> <p>Part 2: Live 12 – 12:30 pm</p>	<p>The MSMS Foundation worked with state-wide experts in diversity and equity on this brand-new two-part monthly series. To meet the implicit bias requirement, physicians will need to complete Part 1 and Part 2 to receive 1.5 <i>AMA PRA Category Credit(s)</i>[™].</p> <p>Completion of Part 1 is required prior to participation in Part 2. Please note, the implicit bias requirement for licensure has additional criteria of a pre and post-test assessment. Once registered you will have access to the pre-test and on-demand webinar, which can be viewed at any time following completion of the pre-test. After participation in the live virtual session, you will have access to the post-test and your CME certificate will be available upon completion.</p> <p>The live virtual sessions will take place from 12:00 - 12:30 pm. When registering, attendees will need to select <u>one</u> of the following dates for Part 2 and the corresponding Part 1 on-demand webinar.</p> <ul style="list-style-type: none"> • June 15, 2022 • July 13, 2022 • August 10, 2022 • September 21, 2022 • October 12, 2022 • November 16, 2022 • November 30, 2022 	<p>Members - \$75 (Part 1, \$50, Part 2, \$25)</p> <p>Non-Members - \$125 (Part 1, \$75, Part 2, \$50)</p> <p>Nurse - \$75 (Part 1, \$50, Part 2, \$25)</p> <p>Employee/Office Staff (other non-physicians) - \$75 (Part 1, \$50, Part 2, \$25)</p> <p>Member Students/Residents – FREE</p>
<p>Implicit Bias</p>	<p>Grounded in self-reflection, this course enables participants to examine how experiences and identities shape their biases. Participants develop awareness of their first impressions that can lead to biased</p>	<p>\$45 per person</p>

<p>These trainings meet the LARA requirements for two hours of implicit bias training. CME credit will also be available for these sessions, with more information to be provided at a later date.</p> <p>This activity is eligible for a Meaningful Participation credit.</p> <p>Contact ceme@oakland.edu for questions.</p>	<p>decision-making in the workplace. These virtual sessions will be presented by Tracey Taylor, Ph.D. and Ann Voorheis-Sargent, Ph.D., LPC.</p> <p>Objectives: <i>At the conclusion of this activity, learners should be better able to:</i> 1. Explain how bias functions in the brain and its impact on decision making. 2. Examine how experiences and identities shape our biases. 3. Develop the ability to closely inspect our first impressions for bias.</p>	
<p>American College of Cardiology’s Implicit Bias Mitigation Training program</p> <p>2 hours</p> <p>Summary - ACC Implicit Bias Mitigation Workshops (cvent.com)</p>	<p>Implicit Bias Mitigation Training programs aim to expose people to their implicit and unconscious biases, provide tools to adjust automatic patterns of thinking, and ultimately eliminate discriminatory behaviors. Learning real life strategies to mitigate bias provides necessary knowledge and skills to promote diversity, equity, and inclusion in your everyday practice and within your organization.</p> <p>The trainings will include:</p> <ul style="list-style-type: none"> • Pre-training reading and survey • A two-hour virtual training with audience interaction • Applying examples, stories and research, to empower attendees to: • Define implicit and unconscious bias • Identify the impact of implicit and unconscious bias in the workplace • Identify and use strategies for mitigating implicit and unconscious bias • Post-training evaluation and feedback 	<p>Currently No Offerings at this time</p>
<p>MSU College of Human Medicine</p>	<p>Unconscious Bias Training Program led by Dr. Lisa Lowery, Dr. Elizabeth Lions, Dr. Jennifer Edwards-Johnson</p> <p>Goals and Objectives</p>	<p>Free</p>

<p>Unconscious Bias in Health Care</p> <p>Live 2 hours with CME</p>	<ul style="list-style-type: none"> • Define Implicit/Unconscious bias • Understand how bias can influence interactions within the healthcare system • Recognize when biases maybe activated • Identify strategies to mitigate bias 	
<p>Implicit Bias Recognition and Remediation Training</p> <p>Michigan Health Council</p> <p>Education Michigan Health Council (mhc.org)</p> <p>2 hours with CME</p>	<p>Michigan Health Council is pleased to offer implicit bias training for health care professionals. Each training will include an overview on how to recognize implicit bias, an in-depth discussion, and exercises on the following six topics:</p> <ul style="list-style-type: none"> • Race • Sex/Gender • Socioeconomic Status • Mental Health • Body Habitus • Neurodiversity <p>Learning Outcomes:</p> <ol style="list-style-type: none"> 1. Learners will gain an understanding about what implicit bias is. 2. Learners will gain an understanding of the history of bias in healthcare and the modern consequences of bias in the delivery of health care services. 3. Learners will gain an understanding on how implicit bias informs their decisions and interactions. 4. Learners will learn strategies to remedy the impact of bias in their perceptions, judgment, and communication. 5. Learners will learn strategies to reduce disparities in access and delivery of health care services. <p>Michigan participants will earn a certificate of completion to meet the requirements for (re)licensure in the state of Michigan R 338.7001.</p> <p>Current available dates:</p> <p>YEAR - 2022</p> <p>Wednesday June 22 at 7 pm – 8 pm</p> <p>Thursday June 24 at 10 am – 11 am</p> <p>Friday July 1 at 10 – 11 am</p> <p>Wednesday July 13 at 7 pm – 8 pm</p> <p>Wednesday July 20 at 7 pm – 8 pm</p> <p>Friday July 29 at 10 – 11 am</p> <p>Friday August 5 at 10– 11 am</p>	<p>\$50 per person</p>

	<p>Wednesday August 10 at 7 pm – 8 pm Wednesday August 17 at 7 pm – 8 pm Friday August 26 at 10– 11 am Friday September 2 at 10– 11 am Wednesday September 14 at 7 pm – 8 pm Wednesday September 21 at 7 pm – 8 pm Friday September 30 at 10– 11 am Wednesday October 19 at 7 pm – 8 pm Friday October 28 at 10– 11 am Wednesday November 16 at 7 pm – 8 pm</p> <p>YEAR - 2023 Wednesday January 18 at 7 pm – 8 pm Friday January 27 at 10– 11 am Wednesday February 15 at 7 pm – 8 pm Friday February 24 at 10– 11 am Wednesday March 15 at 7 pm – 8 pm Friday March 31 at 10– 11 am Wednesday April 19 at 7 pm – 8 pm</p>	
<p>Implicit Bias This three hour live/online instructor-led Implicit Bias Training includes large group discussions, interactive breakout rooms, challenging videos, and self-assessments.</p> <p>This training has been approved for 3 hours of Social Work CEUs.</p> <p>Implicit Bias Training MORC (morcinc.org)</p>	<p>Implicit bias is described as prejudices that unknowingly influence thinking and reaction to events and information. Implicit Bias negatively impacts the way people are treated by health professionals and the structural inequities in healthcare can be detrimental for people of color and other members of marginalized communities including those we support through MORC</p> <p><u>Learning Outcomes:</u></p> <ol style="list-style-type: none"> 1. Explain the meaning of Implicit Bias. This will include a complete understanding of the historical basis and present basis of implicit bias based on an individual’s characteristics. 2. Recognize its impact on one’s work. This will include your recognition of serving a diverse population and barriers and disparities in their access to and delivery of health care services. 3. Execute the steps to remedy Implicit Bias. This will include an ability to identify and implement effective strategies to alleviate the negative impact of implicit bias by recognizing how it impacts perception, judgement, and actions. 	<p>\$45 per person</p>

<p>The Building Toward Belonging: Michigan Medicine Implicit Bias Training (LARA Compliant) serves as the foundation for a continuous curriculum to help us evolve into a more respectful and inclusive academic medical center.</p>	<p>ABOUT THE COURSE Building Toward Belonging: Implicit Bias Training is a continuous curriculum that is Michigan Medicine’s first step in educating our community on why inclusion matters, identifying key allyship behaviors that reduce the influence of implicit bias in decision-making, and integrating strategies for mitigating bias in our daily work. While many of us may struggle to identify our biases, and like to think we don’t have any, the reality is we all have ingrained attitudes and beliefs that affect our actions, relationships, and decision making. This training helps us to navigate our ingrained biases while raising awareness of the effects that implicit biases can have on our relationships – both in and out of the workplace.</p> <p>LEARNING OBJECTIVES At the end of this training, participants will be able to:</p> <ul style="list-style-type: none"> • Define implicit bias, recognize common instances of bias in health care • Describe the relationship between bias in health care & its impact on healthcare disparities • Demonstrate how implicit bias shows up in your own work <p>PRICING & REGISTRATION INFORMATION The Office for Health Equity and Inclusion at Michigan Medicine is excited to share Building Toward Belonging: Implicit Bias Training (LARA Compliant), a 1-hour, live virtual course that meets the State of Michigan LARA implicit bias training requirements for healthcare workers. Building Toward Belonging: Implicit Bias Training is being offered for \$150 per participant. The following groups qualify for a \$50 per person discount:</p> <ul style="list-style-type: none"> • University of Michigan alumni and retirees • Non-profit workers • K-12 workers • Groups of 10+ (must be registered together) <p>If you fall within one of these categories, send an email to OHEI-training@med.umich.edu and request a promo code for the category you qualify for. In your email, please include proof that you qualify. All requests must be submitted no less than 48 hours in advance to the training date and must be submitted BEFORE registering for a session. We cannot provide refunds for discount requests after you have already registered. To see available dates & register for this training, please visit our Eventbrite page here.</p>	

COMMUNITY GROUP SESSION RATES

If your team has 50 or more participants, you can request a virtual session outside of our currently posted schedule. This session would be scheduled for a time that works for your team and requests must be submitted in this form at least 6-8 weeks in advance. Please see our flat-rate price schedule below for these requests:

Number of Participants	Price
Tier 1 50 - 100	\$7,500
Tier 2 101 - 150	\$12,500
Tier 3 151 - 200	\$17,500
Tier 4 201 - 250	\$22,500
Tier 5 251 - 300	\$27,500

*If you would like to schedule a private session, you must pay the Tier 5 flat rate. All other tiers will be made public, allowing other community members to register at the normal per person rate.

CONTINUING MEDICAL EDUCATION CREDITS

Building Toward Belonging: Implicit Bias Training (LARA Compliant) offers (1) Continuing Medical Education credit (CME)

The University of Michigan Medical School is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education for physicians. The University of Michigan Medical School designates this live activity for a maximum of 1.00 AMA PRA Category 1 Credit(s)™. Physicians should claim only the credit commensurate with the extent of their participation in the activity. The University of Michigan Medical School is approved by the American Psychological Association to sponsor continuing education for psychologists. The University of Michigan Medical School maintains responsibility for this program and its content.