



Implicit Bias Training Inventory



Welcome

October 18, 2022

Dear Providers,

I PROMOTE-IL (Innovations to ImPROve Maternal OuTcomEs in Illinois), a HRSA-funded initiative, along with our partner, the Illinois Perinatal Quality Collaborative (ILPQC), welcome you to this **Implicit Bias Training Inventory**. We developed this resource for your potential use in response to Public Act 102-0004¹, which requires implicit bias awareness training for health care professionals' license or registration renewals beginning January 1, 2023.

This legislative requirement aligns with our efforts as we acknowledge that systemic racism and bias in health care negatively impact infant and maternal morbidity and mortality. Specifically:

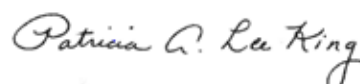
- I PROMOTE-IL: One of the main goals of this project is establishing an Illinois Maternal Health Task Force and implementing a state-level Strategic Plan². One strategy identified by Task Force members is the standardization of training on implicit bias and related topics (e.g., racism) for healthcare providers who work with pregnant and postpartum patients to enhance the level of competency across the state.
- ILPQC: The Illinois Perinatal Quality Collaborative (ILPQC) is a statewide network of perinatal clinicians, nurses, hospitals, patients, community members and public health leaders that aims to equitably improve outcomes and reduce disparities for mothers and babies across Illinois through implementation of quality improvement initiatives. In 2021, ILPQC launched the *Birth Equity Initiative*³ to help hospitals facilitate systems and culture change to address maternal disparities and promote birth equity. One activity is to implement education for providers and staff on the importance of listening to patients, providing respectful care, and addressing implicit bias.

We hope you find this *Implicit Bias Training Inventory* useful when selecting an implicit bias awareness training. We recommend that you revisit this inventory each renewal period and consider taking new courses to broaden your understanding and application of mitigating implicit bias.

Best,



Stacie Geller, PhD
I PROMOTE-IL



Patricia Lee King, PhD, MSW
ILPQC

1. Illinois Public Act 102-0004: <https://www.ilga.gov/legislation/publicacts/102/102-0004.htm>
2. 2022 IL Maternal Health Strategic Plan: <https://ipromoteil.org/strategic-plan/>
3. ILPQC Birth Equity Initiative: <https://ilpqc.org/birthequity/>

About This Inventory

Pursuant to Public Act 102-0004¹, the Illinois Department of Financial and Professional Regulation (IDFPR) now requires that all physicians and healthcare providers complete a one-hour implicit bias awareness training for their continuing medical education to renew their license. The implicit bias awareness training will be required starting on January 1, 2023, and must be repeated for each subsequent renewal period.

The training must cover, at the minimum, the following topics:

1. An explanation of implicit bias, covering the differences between explicit and implicit biases
2. The causes of implicit bias and how they form and operate
3. The effects of implicit bias and the harms they cause
4. Strategies to recognize, interrupt, and mitigate implicit bias

This training course can be presented through a classroom setting, webinar, or online format and may only be provided by the following entities:

1. Continuing education provider approved by the Illinois Department of Financial and Professional Regulation
2. Continuing education provider with approved licensing
3. State of Illinois agency, Illinois county agency, Illinois municipality, or federal agency
4. Accredited community college, college, or university
5. Licensed health care institution, such as a hospital or nursing home, for its employees or associates
6. Association or other organization in partnership or collaboration with a licensed health care institution (referenced as collaborating organization in inventory)

¹ <https://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=102-0004>

To assist health care providers in completing the implicit bias awareness training requirement, I PROMOTE-IL and partners² created this inventory of available trainings which may meet the requirements stated above for implicit bias awareness certification. For each training, we provide the sponsoring organization, title, estimated completion time, and cost. We also provide a short summary describing the type of topics discussed within each training. We encourage providers to review all the options, attend a variety of trainings and save this inventory to refer to for subsequent renewal periods.

Please note that I PROMOTE- IL is not a professionally accredited source. All providers should use their professional discretion when reviewing and selecting courses for licensure requirements. All questions about this licensure requirement should be directed to IDFP: <https://idfpr.illinois.gov/default.asp>.

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² <https://ipromoteil.org/illinois-maternal-health-task-force-2/>

Maternal and Child Health Trainings

THINK CULTURAL HEALTH

Culturally and Linguistically Appropriate Services (CLAS) in Maternal Healthcare | 2 hours | \$0 | Collaborating organization

Think Cultural Health leads a Maternal-Health based implicit bias training involving the CLAS model. The training is designed to teach healthcare providers skills related to cultural competence and humility with a focus on patient-centered care. Additionally, healthcare providers explore more about their own bias and learn strategies to mitigate the impact of bias within maternal healthcare.

<https://thinkculturalhealth.hhs.gov/maternal-health-care/>

NATIONAL HEALTHY START ASSOCIATION

Racial Equity Learning Series | 7 hours | \$0 | Collaborating organization

The Alliance for Innovation on Maternal Health Community Care Initiative (AIM CCI) provides a comprehensive, evidence-informed bias training to reduce inequitable clinical and social practices within maternal healthcare. This training is a web-based learning series consisting of an introduction, seven modules containing topic information, activities, a short quiz (scored) that builds on previous modules, and a conclusion. Topics include acknowledgment and acceptance of racism, institutional transformation, and personal and systemic changes.

<https://www.aimcci.org/nhsa-aim-cci-racial-equity-learning-series-rels/>

PICCK (IN PARTNERSHIP WITH SHE+ GEEKS OUT)

Implicit Bias Training in Healthcare 2-Part Course | 2 hours | \$0 | Collaborating organization

Partners in Contraceptive Care and Knowledge (PICCK) provides a two-part webinar series on implicit bias in the healthcare setting in partnership with She+ Geeks Out for CME credit. At the end of the webinar series, participants will be able to define diversity, equity, and inclusion and how unconscious bias manifests within family planning. Additionally, participants will be able to reflect on one's identity regarding intersectionality and positionality, review historical events and current research on unconscious bias within family planning, and methods to stop implicit bias in the workplace. Part 1 and Part 2 must be completed for credit.

https://picck.org/enduring_implicitbias1/

https://picck.org/enduring_implicit-bias2/

DIVERSITY SCIENCE

Dignity in Pregnancy and Childbirth Course: Preventing Racial Bias in Perinatal Care | 1 hour | \$25; \$0 for non-CE version | Continuing education provider

Diversity Science created the Dignity in Pregnancy and Childbirth course in accordance with training requirements outlined in the California Dignity in Pregnancy and Childbirth Act. This course is split into three parts. Each uses the example of real-life, composite stories to illustrate the way racial bias, however unintended, can undermine care. Each part also provides specific, concrete, evidence-based strategies for interrupting racial bias. This course also includes information on the connection between the historical enslavement of people from West Africa and current day racism and stereotypes.

Hospitals involved in the ILQPC Birth Equity initiative can add this training to their LMS for free. For more information, please email info@ilpqc.org or review <https://www.diversityscience.org/ilpqc-new/>

<https://www.diversityscience.org/perinatal-care-equity/>

ILLINOIS CONTRACEPTIVE ACTION (ICAN!)

Modern Contraception and Reproductive Justice | 1 hour | \$0 | Collaborating organization

ICAN! provides a self-paced training which explores implicit bias using a reproductive justice framework focusing on providing patient-centered contraceptive care. ICAN! trains providers using the TRUER care model: Trauma-informed, Respectful, Unconscious bias checked, Evidence-based, and Reproductive justice aligned). Continuing medical education hours (1.5 credits) are provided.

<https://ican4all.org/courses/reproductive-justice-modern-contraception/>

MARCH OF DIMES

Awareness to Action: Dismantling Bias in Maternal and Infant Healthcare | 1.5 hours (self-pace); 3-4 hours (live webinar) | \$50/person for 0-999 users; \$30/person for 1000+ users (self-pace); \$11,000 for up to 100 users (live webinar) | Continuing education provider

March of Dimes provides a maternal and child health-specific implicit bias training that covers bias awareness in caring for a birth person before, during, and after pregnancy. Course topics include learning how to identify bias and its impacts on maternity care settings and how structural racism plays into implicit biases.

Furthermore, the course will provide strategies to mitigate one's own biases and discuss how to establish a culture of equity to elevate the quality of maternity care. The E-learning option includes 6-months of access to a learning management system and technical support.

<https://modprofessionaled.learnuponus.com/store/502-awareness-to-action-dismantling-bias-in-maternal-and-infant-healthcare>

BEVERA SOLUTIONS LLC.

Barriers Impacting Access to Healthcare for Mothers of Color | 4 hours webinar | \$1000 for <10 providers; \$5000 for 10-50; \$10000 for 51-100; \$20000 for 101-200; \$50000 for 201-500; \$100,000 for > 500 (CE credit available for an extra fee) | Continuing education provider

BeVera Solutions, LLC provides a course specifically on barriers to healthcare for women of color. By the end of this course, attendees will: Understand how the lack of access to healthcare services, systems, and institutions negatively affects the health and wellness of underserved communities. Understand the impact of culture and its correlation to healthcare provider interactions. Define implicit bias and understand how biases influence healthcare diagnosis and treatment among different racial groups. Address how impartiality and mistreatment in healthcare settings remain pervasive among various racial, ethnic, and rural groups. Explore factors and barriers that contribute to health inequities. The course also includes interactive case studies with real-life examples.

<https://www.beverasolutions.com/health-equity-training>

General Trainings (Low - High Cost)

EMORY UNIVERSITY

Unconscious bias: Do I have the tools to recognize it and speak up? | 1.5 hours | \$0 | Accredited university

Emory University provides an on-demand session aimed at reducing the effects of unconscious bias by using relatable examples. The overall aim of the session is to provide participants with an understanding of the nature of unconscious bias and how it impacts individual and group attitudes, behaviors, and decision-making processes.

<https://r4phtc.org/unconscious-bias-do-i-have-the-tools-to-recognize-it-and-speak-up/>

Racism, Bias, and Other Determinants of Health: Issues and Actions | 1.5 hours | \$0 | Accredited university

This webinar discusses racism and social determinants of health, and the role bias plays in healthcare decision making as well as its impact on adverse health outcomes. The webinar discusses how our backgrounds inform our perspectives and how we relate to colleagues and patients. The webinar also explores strategies that students and physicians can employ to mitigate bias.

<https://r4phtc.learnupon.com/store/2345822-racism-bias-and-other-determinants-of-health-issues-and-actions-on-demand-webinar>

STANFORD UNIVERSITY SCHOOL OF MEDICINE

Unconscious Bias in Medicine | 1 hour | \$0 | Accredited university

Stanford Medicine provides an implicit bias training course introducing unconscious bias in the academic medicine workplace. The training will run through existing science-based research on unconscious bias along with case studies showing examples of unconscious bias. Self-assessment opportunities and strategies to mitigate bias will be presented to enable learners with ways to bring the knowledge they have gained through this course into practice.

<https://www.edx.org/course/unconscious-bias-in-medicine>

NATIONAL INSTITUTE FOR CHILDREN'S HEALTH QUALITY

Health Equity: Start Where You Are | 1 hour | \$0 | Continuing education provider

This training is designed to be the first in a series of webinars to support individuals who are pursuing equity within the health system. Specifically, this webinar provides: An overview of health equity and implicit bias, and their impact on children's health; A modeling exercise to explore how to recognize and address individual implicit bias; Resources and guidance to help attendees continue this journey after the webinar.

https://www.nichq.org/resources/webinars?f%5B0%5D=health_topics%3A813

NATIONAL RESEARCH MENTORING NETWORK

What is Unconscious Bias? | 1.5-2 hours | \$0 | Continuing education provider

The Unconscious Bias course explores unconscious bias and microaggressions, provides a solutions toolkit to develop your self-awareness, and discuss bias and disparities in medicine and healthcare.

<https://courses.nrmnet.net/course/c/UnconsciousBiasCourse>

UNIVERSITY OF MICHIGAN REGION V PUBLIC HEALTH TRAINING CENTER

Implicit Bias in Public Health Practice | 1.5 hours | \$3 | Accredited university

The Implicit Bias in Public Health Practice training is a recorded webinar targeting public health professionals in all types of settings on the role they have as an individual on implicit biases. Topics include defining implicit biases within public health practices and reflecting on mitigation techniques. This course limits continuing education credits for CHES Category I.

<https://www.mittrainingcenter.org/courses/ibpha1219ce>

NETCE CONTINUING EDUCATION

Implicit Bias in Health Care (Course #97000) | 2 hours | \$15 | Continuing education provider

NetCE's implicit bias training is an online asynchronous course revolving around healthcare outcomes attributed to implicit biases. This course explores definitions of implicit and explicit bias, the nature and dynamics of implicit biases, and how they can affect health outcomes. Additionally, this course will review strategies to intervene against biases within healthcare and in raising awareness among healthcare professionals. Additional resources have been included at the end of the course for further learning opportunities.

<https://www.netce.com/courseoverview.php?courseid=2234>

RELIAS LEARNING

Understanding and Addressing Racial Trauma in Behavioral Health | 1.5 hours | \$15 | Continuing education provider

Relias Academy's Understanding and Addressing Racial Trauma in Behavioral Health course explores how trauma affects patients within the healthcare field. This course will move beyond a discussion of diversity and cultural competence by exploring current research and best practices for identifying implicit bias, understanding cultural contexts, and effectively addressing racial trauma with clients. Review certificates provided below the course description meet the requirement for license renewal before taking the course.

<https://reliasacademy.com/rls/store/browse/productDetailSingleSku.jsp?&productId=c1110646>

RUSH UNIVERSITY MEDICAL CENTER

Recognizing Implicit Bias in Healthcare | 1 hour | \$15 | Licensed health care institution

This implicit bias training course is an asynchronous interactive course. Learning objectives of this course include recognizing bias and privilege within healthcare, understanding “white supremacy culture,” and how one’s own bias and privilege impact their own practice.

https://cmetracker.net/RUSH/Publisher?page=pubOpenSub&_ga=2.21332155.1262425776.1649318976-1030672182.1649318976#/event/483790/

DIVERSITY SCIENCE

CE Version: Understand and Prevent Unintended and Implicit Biases | 0.5 hours | \$35; \$0 for non-CE version | Continuing education provider

This course is broken up into several key pieces, which include the origin of one's biases, their impact, and evidence-based strategies to mitigate those behaviors. To obtain the 0.5 credit hours, you will be given the option of completing a short quiz.

<https://learn.diversityscience.org/learn>

QUALITY INTERACTIONS

Recognizing & Responding to Implicit Biases | 1 hour | \$65 | Continuing education provider

This course provides an essential overview of the research surrounding implicit bias, its societal prevalence, and its effects in healthcare and the workplace. Participants learn strategies for recognizing and addressing implicit bias, and practice applying these techniques to interactive case scenarios.

<https://www.qualityinteractions.com/courses/implicit-bias>

ILLINOIS STATE MEDICAL SOCIETY (ISMS)

Identifying and Overcoming Implicit Bias to Improve Patient Safety, Outcomes and Equity | 1 hour | \$0 (ISMS members); \$75 (non-ISMS members) | Continuing Education Provider

ISMS provides a self-paced training which includes an overview of implicit bias, and a discussion of scenarios where clinical encounters are subject to its impact, along with the visual and linguistic components of implicit bias. The session examines vivid examples of how implicit bias may surface in clinical settings, including common miscues and miscalculations that may lead to potential harm and suboptimal care. The session concludes potential modalities to mitigate the adverse impact of implicit bias in clinical encounters.

<https://www.mymeded.com/illinois-state-medical-society/content/identifying-and-overcoming-implicit-bias-improve-patient-safety-outcomes-and-equity-0>

ILLINOIS CHIROPRACTIC SOCIETY

Implicit Bias Awareness: Is Patient Care Impacted? | 1 hour | \$0 (ICS members); \$85 (non-ICS members) | collaborating organization

Illinois Chiropractic Society's implicit bias training is a live webinar, which discusses the differences between explicit and implicit biases, their causes and effects, and how to recognize and interrupt them. Per the training's description, this course meets Illinois' requirements for implicit bias awareness training.

<https://catalog.ilchiro.org/item/implicit-bias-awareness-patient-care-impacted-2023-renewal-requirement-97611>

UNIVERSITY OF MICHIGAN MEDICINE

Building Toward Belonging: Implicit Bias Training | 1 hour | \$150 (individual); \$7,500+ (groups of 50+) | Licensed health care institution

Michigan Medicine's Office for Equity and Inclusion at the University of Michigan has launched an educational implicit bias program to build a more compassionate and inclusive culture. This 1-hour live course will educate healthcare workers on why inclusion matters, identify ways to serve as an ally to others, and teach strategies for reducing bias in their decision-making and daily work. Discounted prices are available for University of Michigan Alumni and Retirees, non-profit workers, K-12 workers, and groups of 10+.

<https://ohei.med.umich.edu/professional-development/building-toward-belonging-implicit-bias-training-community-members>

AMERICAN MANAGEMENT ASSOCIATION

Finding Common Ground: How to Overcome Unconscious Bias | 8 hours | \$1,345 (non-members); \$1,037 (AMA members); \$1,037 (GSA) | Continuing education provider

In this 8-hour live session, AMA's implicit bias training will tackle unconscious biases based on experiences, influences, background, education, and brain chemistry. Through awareness-building discussions and activities, role-plays, and unconscious bias case studies, this course will help professionals better understand bias and discover practical strategies that can help them and their colleagues avoid bias and leverage the power of a more positive, inclusive work environment. *Note that classroom trainings also exist; however, please confirm the city before registering.*

<https://www.amanet.org/finding-common-ground-overcome-unconscious-bias-to-advance-inclusiveness-in-your-organization/>

BEVERA SOLUTIONS LLC.

Understanding and Ameliorating Medical Mistrust of the Healthcare System and How to Overcome Them: Focus on Maternal Health and Wellness | 4 hours webinar | \$1000 for <10 providers; \$5000 for 10-50; \$10000 for 51-100; \$20000 for 101-200; \$50000 for 201-500; \$100,000 for >500 (CE credit available for an extra fee) | Continuing education provider

This course will focus on the topic of mistrust of health care providers and the health care system and operations, which has affected various racial and ethnic groups. The course will also discuss effective communication, barriers of communication, patient and physician engagement (or lack of engagement) and compare and contrast the different services being rendered to communities of color compared to their counterparts. Next, the course describes the historical foundations of medical mistrust in communities of color. Last, this course discusses how healthcare providers/practitioners/community leaders can better serve women of color during their pregnancy by providing some outcome strategies and recommendations.

<https://www.beverasolutions.com/health-equity-training>

MINNESOTA MEDICAL ASSOCIATION

Implicit Bias Learning Series | 2 hours | contact Haley Brickner for pricing and private workshops at hbrickner@mnmed.org | collaborating organization

Minnesota Medical Association presents a 3-part implicit bias learning series that allows participants to examine implicit bias in healthcare settings, understand how it contributes to health disparities, and learn practical strategies for mitigating the effects. The resources also provide an introduction to how to be an ally and leader in diversity, equity, inclusion, and health equity. Note that the next public workshop is TBD in Fall 2022.

<https://www.mnmed.org/education-and-events/Implicit-Bias-Learning-Series>

COOK ROSS

Exploring Everyday Bias | 1.5 hours | Contact representative for pricing | Continuing education provider

In this 90-minute virtual instructor-led training, up to 45 participants will work with Cook Ross facilitators to explore how bias functions in the brain and its impact on decision-making. Participants will also develop the ability to closely inspect their first impressions for bias and assess the next steps towards building an inclusive environment.

<https://cookross.com/exploring-everyday-bias-virtual-instructor-led-training/>

Disrupting Everyday Bias | Contact representative for pricing | Continuing education provider

The Disrupting Everyday Bias 3-part Virtual Learning Program gives participants the skills to disrupt the impact of bias in their interactions, behaviors, and decision-making.

<https://cookross.com/disrupting-everyday-bias/>

Race and Equity | 1-1.5 hours | Contact representative for pricing | Continuing education provider

This racial equity course will teach leaders how to work alongside individuals to address racial inequities within their organizational systems. This race equity lens will help leaders understand disparities, disproportionality, as well as the social determinants that cause inequity in everyday society and work environments.

<https://cookross.com/race-equity/>

A photograph of a woman with blonde hair, seen from the side, holding a baby. The woman is looking down at the baby with a gentle expression. The baby is sleeping peacefully. The background is a soft, out-of-focus light blue.

Additional Resources

American Bar Association Diversity and Inclusion Center Toolkits and Projects

<https://www.americanbar.org/groups/diversity/resources/toolkits>

AMA Ed Hub - ACR

<https://edhub.ama-assn.org/acr-lifelong-learning/interactive/18544954>

BeVera Solutions LLC.

<https://www.beverasolutions.com/health-equity-training>

Films about Lived Experience

<https://toxicshortfilm.com/purchase>

<https://www.laboringwithhope.com/>

Harvard University Implicit Bias Association

<https://implicit.harvard.edu/implicit/takeatest.html>

Illinois Department of Human Rights

The Illinois Department of Human Rights' (IDHR) Institute for Training and Development conducts valuable trainings for organizations and companies throughout Illinois designed to increase respect and knowledge about various laws in the workplace. Consider following IDHR on Eventbrite for future training programs.

<https://www.eventbrite.com/o/illinois-department-of-human-rights-357295684>

LGBTQIA+ trauma resource

<https://edhub.ama-assn.org/course/265>

National Implicit Bias Network

<https://implicitbias.net/resources/resources-by-category>

Opioid Biases: Reducing Stigma Educational Tools (ReSET)

The University of Texas at Austin Dell Medical School presents interactive online learning activities designed to reduce the stigma of patients with opioid use disorder.

<https://vbhc.dellmed.utexas.edu/courses/course-v1:ut+cn01+2020-21/about>

Related Trainings on Eventbrite

<https://www.eventbrite.com/e/understanding-implicit-bias-tickets-319024058547?aff=erelexpmlt>

The Ohio State University - Kirwan Institute for the Study of Race and Ethnicity

<http://kirwaninstitute.osu.edu>

The Ohio State University - The Women's Place: Implicit Bias Resources

<https://womensplace.osu.edu/resources/implicit-bias-resources>

Unconscious Bias Project

<https://unconsciousbiasproject.org>

University of California, Los Angeles - Equity, Diversity, and Inclusion: Implicit Bias

<https://equity.ucla.edu/know/implicit-bias>

University of California, San Francisco, Office of Diversity and Outreach - Unconscious Bias Resources

<https://diversity.ucsf.edu/resources/unconscious-bias-resources>