

# Understanding and Undoing Implicit Bias



A learning program for **direct service staff and supervisors working in Child Welfare or Juvenile Justice.**

## ABOUT

This learning program provides comprehensive information about implicit bias and how it contributes to racial disproportionality in the Child Welfare and Juvenile Justice systems. This program aims to deepen learners' understanding of implicit bias and its impact on institutional racism and structural inequity. Learners practice strategies to recognize and reduce implicit bias to enhance equitable decision making. Before attending this instructor-led training, learners must complete all course prerequisites listed below and an online pre-test.

## BENEFITS

Learners will:

- Be trained to review strategies to identify one's own implicit biases and to recognize implicit bias in others.
- Be able to analyze how implicit bias affects decision-making.
- Be trained to identify the connection between institutional racism, structural inequity, and implicit bias.
- Be trained to employ individual strategies to reduce implicit bias.

## COMPONENTS

Once enrolled in the course, learners will complete:



An online pre-test.



A one-day, instructor-led workshop.



An online post-test.



Completion of all components is necessary to receive a Certificate of Completion.

## PREREQUISITES

Prior to attending this course, learners are required to have completed the Understanding and Undoing Implicit Bias eLearning course.

## CONTINUING EDUCATION UNITS

The New York City Administration for Children's Services is recognized by the New York State Education Department's State Board for Social Work as an approved provider of continuing education for licensed social workers #SW-0402. This course is 5.5 contact hours/0.55 CEUs. CEU credit is contingent upon completion of all course components.

## REGISTRATION

Division of Child Protection staff can reach out to their Staff Development Coordinator (SDC) to register. All others can register in [Cornerstone](#), by browsing for the course name and completing all information. For more information about the ACS Workforce Institute, please contact the Help Desk at [Wihelpdesk@acs.nyc.gov](mailto:Wihelpdesk@acs.nyc.gov) or call (212) 748-1898.

## ABOUT ACS WORKFORCE INSTITUTE

The ACS Workforce Institute (WI) is a state-of-the-art professional development institute that strengthens skills and provides support to child welfare and juvenile justice direct service staff as they strengthen and support New York City's families and children. Through partnership with the City University of New York (School of Professional Studies and the Hunter College Silberman School of Social Work), the ACS Workforce Institute offers professional learning initiatives that move beyond the classroom to enhance skill development for new and seasoned ACS and provider agency staff.

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