

Implicit Bias Awareness and Mitigation  
Train the Trainer Syllabus  
Instructor: Quinn Capers, IV, MD  
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- 1) Complete the Gender, Race, Disability and Sexual Orientation Implicit Association Tests.  
<https://implicit.harvard.edu/implicit/takeatest.html>
- 2) Complete the online 90 minute Kirwan Institute Implicit Bias Awareness and Mitigation module.  
<http://kirwaninstitute.osu.edu/implicit-bias-training/>
- 3) Complete selected readings on Implicit Bias:
  - Readings: Kirwan Institute's annual Implicit Bias compendium, 2017  
<http://kirwaninstitute.osu.edu/wp-content/uploads/2017/11/2017-SOTS-final-draft-02.pdf>
  - Greenwald AG, et al. Measuring individual differences in implicit cognition: The implicit association test. J Pers Soc Psychol. 1998;74:1464–1480.  
<https://psycnet.apa.org/fulltext/1998-02892-004.pdf>
  - Sabin J, et al. Physicians' implicit and explicit attitudes about race by MD race, ethnicity, and gender. J Health Care Poor Underserved. 2009;20:896–913.  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3320738/pdf/nihms365001.pdf>
  - Capers Q IV, Clinchot D, McDougale L, Greenwald AG. Implicit Racial Bias in Medical School Admissions. Acad Med. 2017;92(3):365-369  
<https://equity.ucla.edu/wp-content/uploads/2016/09/Capers-et-al.-2016.pdf>
- 4) Attend an 8 hr. session on a Saturday. This will be a training session where they will practice leading certain segments of the workshop and get critical feedback from the group. Hopefully we can maximize attendance at these to ~ 20 so that we can minimize the number of Saturdays.
- 5) Observe one of the bimonthly sessions convened by Dr Capers. Co-facilitate a subsequent training session with another person who is completing the training. Write reflections about the moderator-participant interactions and critically appraise the session.

After completion of training participants will be "certified" and ready to start with small groups of up to 12 people, moving up to larger groups. After they have completed 10 large group sessions, they will then be ready to "train the trainer" themselves, repeating steps 1-4 with their groups of trainees. This 4 step process can be modified as more evidence/data become available.