

Michigan Implicit Bias Training

michigan implicit bias training: *Just Medicine* Dayna Bowen Matthew, 2016-10-25 Offers an innovative plan to eliminate inequalities in American health care and save the lives they endanger. Over 84,000 black and brown lives are needlessly lost each year due to health disparities: the unfair, unjust, and avoidable differences between the quality and quantity of health care provided to Americans who are members of racial and ethnic minorities and care provided to whites. Health disparities have remained stubbornly entrenched in the American health care system—and in *Just Medicine* Dayna Bowen Matthew finds that they principally arise from unconscious racial and ethnic biases held by physicians, institutional providers, and their patients. Implicit bias is the single most important determinant of health and health care disparities. Because we have missed this fact, the money we spend on training providers to become culturally competent, expanding wellness education programs and community health centers, and even expanding access to health insurance will have only a modest effect on reducing health disparities. We will continue to utterly fail in the effort to eradicate health disparities unless we enact strong, evidence-based legal remedies that accurately address implicit and unintentional forms of discrimination, to replace the weak, tepid, and largely irrelevant legal remedies currently available. Our continued failure to fashion an effective response that purges the effects of implicit bias from American health care, Matthew argues, is unjust and morally untenable. In this book, she unites medical, neuroscience, psychology, and sociology research on implicit bias and health disparities with her own expertise in civil rights and constitutional law. In a time when the health of the entire nation is at risk, it is essential to confront the issues keeping the health care system from providing equal treatment to all.

michigan implicit bias training: *Uniform Feelings* Jessi Lee Jackson, 2022-05-09 *Uniform Feelings* explores emotions and U.S. policing. Utilizing a mix of clinical case studies, autotheory, and ethnographic research, Jessi Lee Jackson examines the emotional and psychological forces that shape U.S. police power. She begins with her work as a psychotherapist working across the spectrum of relationships to policing, and then turns to interrogate carceral psychology—the involvement of her profession in ongoing state violence. The book then shifts toward trainings, museums, and memorials that illuminate the psychic life of policing, and the possibility for its transformation. Within her investigation of clinical practice, Jackson offers a critique of contemporary police psychology, which constructs police as vulnerable heroes in need of protection and normalizes a celebration of gun culture. She also explores the police claim of premature death for officers alongside the creation of premature death for those targeted by policing. Jackson then turns to police psychology's participation in training and consulting with police departments, highlighting that these efforts do not serve to restrain police power, but to legitimate it. In the final section of the book, Jackson explores fantasies and mourning processes around policing at police memorials and museums, rapidly expanding sites where public feelings and state violence collide.

michigan implicit bias training: *A Blueprint for Equity-Driven Community College Leadership* Pamela L. Eddy, Kim E. VanDerLinden, 2024-08-14 Expert advice and effective strategies for community college leaders who endeavor to embed equity and social justice in institutional policies, practices, and structures

michigan implicit bias training: *Psychological Science* Charles Locurto,

michigan implicit bias training: *What's Killing America* Jason Rantz, 2023-09-26 A stunning book about how America's biggest cities are being destroyed by progressive policies and woke Democrats. Many Americans have no idea how badly our largest, Democrat-run cities have deteriorated. We've been complacent for far too long, assuming that the craziest elements of the radical Left would stay confined to the East and West coasts. But crime, drug addiction, homelessness, left-wing school indoctrination, so-called inclusive housing policies, and outrageous

taxes don't stay within the big city limits of places like Los Angeles, Chicago, Portland, New York, Seattle, and San Francisco. The effects of ideologically driven left-wing policies always spread, which should alarm Americans regardless of their political leanings. Jason Rantz is a prominent radio host, a trusted journalist, and a frequent Fox News guest unafraid to go directly into the action. He's grown a national following by breaking news the mainstream media won't, covering the consequences of destructive leftist policies wherever they occur. He was right there for the chaos in his hometown of Seattle when liberal anarchists declared an autonomous, police-free "CHOP Zone." He infiltrates the Antifa marches and knows firsthand how those radicals operate. This is the shocking story of what he's learned. Employing on-the-ground reporting and fact-based analysis, Rantz zooms out to conduct a fascinating detailed, data-driven study of how these liberal policies result in chaos, misery, and (too often) bloodshed. He skillfully recounts the tragic events with a narrative reporter's eye for detail to tell the true story of what's happening in America's cities.

michigan implicit bias training: Diversity, Equity, and Inclusion in Action Christine Bombaro, 2020-10-27 All too often, in a hurried attempt to "catch up," diversity training can create division among staff or place undue burdens on a handful of employees. Instead, academic libraries need approaches to diversity, equity, and inclusion (DEI) that position these priorities as ongoing institutional and professional goals. This book's model programs will help academic libraries do exactly that, sharing a variety of initiatives that possess clear goals, demonstrable outcomes, and reproducible strategies. Librarians, administrators, and directors will all benefit from the programs detailed inside, which include such topics as a university library's community of practice for interactions and learning around DEI; cultural competency training to create more welcoming instruction spaces; student workshops on literature searches that mitigate bias; overcoming the historic tendency to marginalize LGBTQ+ representation in archives; a curriculum and design workshop that moved from discussing social values to embedding them in actions; the founding of a library-led LGBT club for students at a rural community college; a liberal arts college's retention-boosting program for first-generation students; tailoring a collection and library services to the unique needs of student veterans; and a framework for moving from diversity to equity and inclusion, toward a goal of social justice.

michigan implicit bias training: The Flint Water Crisis Michigan Civil Rights Commission, 2017-02-17 In January 2016, a series of states of emergency for the City of Flint were declared by the Mayor, the Governor and even the President. These declarations turned the attention of the state and nation to the Flint water crisis. As a result, the state, local and federal governments sprang into action. The National Guard was tasked to assist. FEMA1 sent representatives. Community organizations and non-profits from throughout the state, and even nationally, responded by volunteering, and sending bottled water. The Governor formed Mission Flint, which brought key members of the Administration together weekly, and the Legislature authorized a supplemental budget. Bottled water and water filters were distributed and residents were provided information in multiple languages. It was all hands on deck. From all accounts, the government was operating the way we would expect it to operate in response to an emergency. What then, was the problem? The timing. Preceding this flurry of state of emergency activity, Flint residents had been reporting heavily discolored and bad tasting water for well over a year. This report is triggered by the Flint Water Crisis, but in many ways is not just about Flint. This report seeks to outline a broader framework to explain why the crisis occurred and to propose a set of recommendations that minimizes and safeguards against similar crises in the future. Our report is not meant to assess blame, but to help ensure that such a crisis does not occur in the future and to address shortcomings that continue to persist over time.

michigan implicit bias training: Infection Control Christopher Sudhakar, 2012-02-22 Health care associated infection is coupled with significant morbidity and mortality. Prevention and control of infection is indispensable part of health care delivery system. Knowledge of Preventing HAI can help health care providers to make informed and therapeutic decisions thereby prevent or reduce these infections. Infection control is continuously evolving science that is constantly being

updated and enhanced. The book will be very useful for all health care professionals to combat with health care associated infections.

michigan implicit bias training: Supreme Bias Paul M. Collins Jr, Lori Ringhand, Christina Boyd, 2023-10-17 In Supreme Bias, Christina L. Boyd, Paul M. Collins, Jr., and Lori A. Ringhand present for the first time a comprehensive analysis of the dynamics of race and gender at the Supreme Court confirmation hearings held before the Senate Judiciary Committee. Drawing on their deep knowledge of the confirmation hearings, as well as rich new qualitative and quantitative evidence, the authors highlight how the women and people of color who have sat before the Committee have faced a significantly different confirmation process than their white male colleagues. Despite being among the most qualified and well-credentialed lawyers of their respective generations, female nominees and nominees of color face more skepticism of their professional competence, are subjected to stereotype-based questioning, are more frequently interrupted, and are described in less-positive terms by senators. In addition to revealing the disturbing extent to which race and gender bias exist even at the highest echelon of U.S. legal power, this book also provides concrete suggestions for how that bias can be reduced in the future.

michigan implicit bias training: *Building Gender Equity in the Academy* Sandra Laursen, Ann E. Austin, 2020-11-24 An evidence-based, action-oriented response to the persistent, everyday inequity of academic workplaces. Despite decades of effort by federal science funders to increase the numbers of women holding advanced degrees and faculty jobs in science and engineering, they are persistently underrepresented in academic STEM disciplines, especially in positions of seniority, leadership, and prestige. Women filled 47% of all US jobs in 2015, but held only 24% of STEM jobs. Barriers to women are built into academic workplaces: biased selection and promotion systems, inadequate structures to support those with family and personal responsibilities, and old-boy networks that can exclude even very successful women from advancing into top leadership roles. But this situation can—and must—change. In *Building Gender Equity in the Academy*, Sandra Laursen and Ann E. Austin offer a concrete, data-driven approach to creating institutions that foster gender equity. Focusing on STEM fields, where gender equity is most lacking, Laursen and Austin begin by outlining the need for a systemic approach to gender equity. Looking at the successful work being done by specific colleges and universities around the country, they analyze twelve strategies these institutions have used to create more inclusive working environments, including • implementing inclusive recruitment and hiring practices • addressing biased evaluation methods • establishing equitable tenure and promotion processes • strengthening accountability structures, particularly among senior leadership • improving unwelcoming department climates and cultures • supporting dual-career couples • offering flexible work arrangements that accommodate personal lives • promoting faculty professional development and advancement Laursen and Austin also discuss how to bring these strategies together to create systemic change initiatives appropriate for specific institutional contexts. Drawing on three illustrative case studies—at Case Western Reserve University, the University of Texas at El Paso, and the University of Wisconsin-Madison—they explain how real institutions can strategically combine several equity-driven approaches, thereby leveraging their individual strengths to make change efforts comprehensive. Grounded in scholarship but written for busy institutional leaders, *Building Gender Equity in the Academy* is a handbook of actionable strategies for faculty and administrators working to improve the inclusion and visibility of women and others who are marginalized in the sciences and in academe more broadly.

michigan implicit bias training: Building Trust, Effective Communication, and Transparency Between Police and Community Members Bush, Christopher Lee, Matthews, Jennifer, 2024-02-14 The criminal justice system is confined to a stagnant past, unable to cope with the effects of change affecting our rapidly evolving world. American citizens have long advocated for a comprehensive transformation of this system, but its archaic practices, policies, and procedures persist despite the advancements that have reshaped every aspect of our lives. The consequence is a deep-seated mistrust among professionals and communities, leaving us at a critical crossroads. The time for

change is overdue, and the demand for research, innovation, and a bridge between law enforcement and the community has never been more pressing. Building Trust, Effective Communication, and Transparency Between Police and Community Members offers a much-needed solution to this pressing issue. This book is a comprehensive resource designed to bridge the gap between police and the community, addressing the vital nexus of technology and justice. With a focus on prevention, awareness, and intervention practices deeply entwined with technological advancement, we chart a path forward for a reformed criminal justice system.

michigan implicit bias training: Advances in Radiation Oncology Jeffrey Y.C. Wong, Timothy E. Schultheiss, Eric H. Radany, 2017-04-20 This book concisely reviews important advances in radiation oncology, providing practicing radiation oncologists with a fundamental understanding of each topic and an appreciation of its significance for the future of radiation oncology. It explores in detail the impact of newer imaging modalities, such as multiparametric magnetic resonance imaging (MRI) and positron emission tomography (PET) using fluorodeoxyglucose (FDG) and other novel agents, which deliver improved visualization of the physiologic and phenotypic features of a given cancer, helping oncologists to provide more targeted radiotherapy and assess the response. Due consideration is also given to how advanced technologies for radiation therapy delivery have created new treatment options for patients with localized and metastatic disease, highlighting the increasingly important role of image-guided radiotherapy in treating systemic and oligometastatic disease. Further topics include the potential value of radiotherapy in enhancing immunotherapy thanks to the broader immune-stimulatory effects, how cancer stem cells and the tumor microenvironment influence response, and the application of mathematical and systems biology methods to radiotherapy.

michigan implicit bias training: Blindspot Mahzarin R. Banaji, Anthony G. Greenwald, 2016-08-16 “Accessible and authoritative . . . While we may not have much power to eradicate our own prejudices, we can counteract them. The first step is to turn a hidden bias into a visible one. . . . What if we’re not the magnanimous people we think we are?”—The Washington Post I know my own mind. I am able to assess others in a fair and accurate way. These self-perceptions are challenged by leading psychologists Mahzarin R. Banaji and Anthony G. Greenwald as they explore the hidden biases we all carry from a lifetime of exposure to cultural attitudes about age, gender, race, ethnicity, religion, social class, sexuality, disability status, and nationality. “Blindspot” is the authors’ metaphor for the portion of the mind that houses hidden biases. Writing with simplicity and verve, Banaji and Greenwald question the extent to which our perceptions of social groups—without our awareness or conscious control—shape our likes and dislikes and our judgments about people’s character, abilities, and potential. In *Blindspot*, the authors reveal hidden biases based on their experience with the Implicit Association Test, a method that has revolutionized the way scientists learn about the human mind and that gives us a glimpse into what lies within the metaphoric blindspot. The title’s “good people” are those of us who strive to align our behavior with our intentions. The aim of *Blindspot* is to explain the science in plain enough language to help well-intentioned people achieve that alignment. By gaining awareness, we can adapt beliefs and behavior and “outsmart the machine” in our heads so we can be fairer to those around us. Venturing into this book is an invitation to understand our own minds. Brilliant, authoritative, and utterly accessible, *Blindspot* is a book that will challenge and change readers for years to come. Praise for *Blindspot* “Conversational . . . easy to read, and best of all, it has the potential, at least, to change the way you think about yourself.”—Leonard Mlodinow, *The New York Review of Books* “Banaji and Greenwald deserve a major award for writing such a lively and engaging book that conveys an important message: Mental processes that we are not aware of can affect what we think and what we do. *Blindspot* is one of the most illuminating books ever written on this topic.”—Elizabeth F. Loftus, Ph.D., distinguished professor, University of California, Irvine; past president, Association for Psychological Science; author of *Eyewitness Testimony*

michigan implicit bias training: The Profession Bill Bratton, Peter Knobler, 2022-06-21 “Engaging. . . a remarkably candid account. . . Succeeding as a centrist in public life these days can

be an almost impossible task. But centrism in law enforcement may be the most delicate challenge of all. Bratton's ability to practice it was a startling phenomenon." -New York Times Book Review

The epic, transformative career of Bill Bratton, legendary police commissioner and police reformer, in Boston, Los Angeles, and New York When Bill Bratton became a Boston street cop after his return from serving in Vietnam, he was dismayed by the corrupt old guard, and it is fair to say the old guard was dismayed by him, too. But his success fighting crime could not be denied. Propelled by extraordinary results, Bratton had a dazzling rise, and ultimately a dazzling career, becoming the most famous police commissioner of modern times. *The Profession* is the story of that career in full. Everywhere he went, Bratton slashed crime rates and professionalized the vocation of the cop. He and his team created the revolutionary program CompStat, the Big Bang of modern data-driven policing. But his career has not been without controversy, and central to the reckoning of *The Profession* is the fundamental crisis of relations between the Black community and law enforcement; a crisis he now believes has been inflamed by the unforeseen consequences of some well-intentioned policies. Building trust between a police force and the community it is sworn to protect is in many ways, Bratton argues, the first task--without genuine trust in law enforcement to do what is right, little else is possible. *The Profession* is both a searching examination of the path of policing over the past fifty years, for good and also for ill, and a master class in transformative leadership. Bill Bratton was never brought into a police department to maintain the status quo; wherever he went--from Boston in the '80s to the New York Police Department in the '90s to Los Angeles after the beating of Rodney King to New York again in the era of unchecked stop-and-frisk--root-and-branch reinvention was the order of the day and he met the challenge. There are few other positions on Earth in which life-and-death stakes combine with intense public scrutiny and turbulent political crosswinds as they do for the police chief of a major American city, even more so after counterterrorism entered the mix in the twenty-first century. Now more than ever, when the role of the police in society is under a microscope like never before, Bill Bratton's authority on the subject of improving law enforcement is profoundly useful. A riveting combination of cop stories and community involvement, *The Profession* presents not only a fascinating and colorful life at the heights of law-enforcement leadership, but the vision for the future of American policing that we sorely need.

michigan implicit bias training: *Collaboration and Co-Teaching* Andrea Honigsfeld, Maria G. Dove, 2010-08-10 Help ELLs achieve success with an integrated, collaborative program! Teacher collaboration and co-teaching are proven strategies for helping students with diverse needs achieve academically. Now this practical resource provides a step-by-step guide to making collaboration and co-teaching work for general education teachers and English as a second language (ESL) specialists to better serve the needs of English language learners (ELLs). The authors address the fundamental questions of collaboration and co-teaching, examine how a collaborative program helps ELLs learn content while meeting English language development goals, and offer information on school leaders' roles in facilitating collaboration schoolwide. Featuring six in-depth case studies, this guide helps educators: Understand the benefits and challenges of collaborative service delivery Choose from a range of strategies and configurations, from informal planning and collaboration to a fully developed co-teaching partnership Use templates, planning guides, and other practical tools to put collaboration into practice Evaluate the strategies' success using the guidelines, self-assessments, and questionnaires included *Collaboration and Co-Teaching* helps ESL, ELL, and general education teachers combine their expertise to provide better support for their ELLs!

michigan implicit bias training: *Microaggressions in Everyday Life* Derald Wing Sue, 2010-02-09 Praise for *Microaggressions in Everyday Life* In a very constructive way, Dr. Sue provides time-tested psychological suggestions to make our society free of microaggressions. It is a brilliant resource and ideal teaching tool for all those who wish to alter the forces that promote pain for people. —Melba J. T. Vasquez, PhD, ABPP President, American Psychological Association *Microaggressions in Everyday Life* offers an insightful, scholarly, and thought-provoking analysis of the existence of subtle, often unintentional biases, and their profound impact on members of traditionally disadvantaged groups. The concept of microaggressions is one of the most important

developments in the study of intergroup relations over the past decade, and this volume is the definitive source on the topic. —John F. Dovidio, PhD Professor of Psychology, Yale University Derald Wing Sue has written a must-read book for anyone who deals with diversity at any level.

Microaggressions in Everyday Life will bring great rewards in understanding and awareness along with practical guides to put them to good use. —James M. Jones, PhD Professor of Psychology and Director of Black American Studies, University of Delaware This is a major contribution to the multicultural discourse and to understanding the myriad ways that discrimination can be represented and its insidious effects. Accessible and well documented, it is a pleasure to read.

—Beverly Greene, PhD, ABPP Diplomate in Clinical Psychology and Professor of Psychology, St. John's University A transformative look at covert bias, prejudice, and discrimination with hopeful solutions for their eventual dissolution Written by bestselling author Derald Wing Sue, Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation is a first-of-its-kind guide on the subject of microaggressions. This book insightfully looks at the various kinds of microaggressions and their psychological effects on both perpetrators and their targets. Thought provoking and timely, Dr. Sue suggests realistic and optimistic guidance for combating—and ending—microaggressions in our society.

michigan implicit bias training: Neuroscience of Prejudice and Intergroup Relations

Belle Derks, Daan Scheepers, Naomi Ellemers, 2013-06-19 Psychological research on the origins and consequences of prejudice, discrimination, and stereotyping has moved into previously uncharted directions through the introduction of neuroscientific measures. Psychologists can now address issues that are difficult to examine with traditional methodologies and monitor motivational and emotional as they develop during ongoing intergroup interactions, thus enabling the empirical investigation of the fundamental biological bases of prejudice. However, several very promising strands of research have largely developed independently of each other. By bringing together the work of leading prejudice researchers from across the world who have begun to study this field with different neuroscientific tools, this volume provides the first integrated view on the specific drawbacks and benefits of each type of measure, illuminates how standard paradigms in research on prejudice and intergroup relations can be adapted for the use of neuroscientific methods, and illustrates how different methodologies can complement each other and be combined to advance current insights into the nature of prejudice. This cutting-edge volume will be of interest to advanced undergraduates, graduates, and researchers students who study prejudice, intergroup relations, and social neuroscience.

michigan implicit bias training: CQ P. Christopher Earley, Soon Ang, Joo-Seng Tan, 2006 This book helps a manager understand and assess personal cultural intelligence and how to leverage this capability in diverse work environments.

michigan implicit bias training: Diversity, Equity, and Inclusion in Obstetrics and Gynecology, An Issue of Obstetrics and Gynecology Clinics, E-Book Versha Pleasant, 2024-01-29 In this issue of Obstetrics and Gynecology Clinics of North America, guest editor Dr. Versha Pleasant brings her considerable expertise to the topic of Diversity, Equity, and Inclusion in Obstetrics and Gynecology. To improve DEI in obstetrics and gynecology, better education and training is needed as well as implementations to achieve a more diverse and inclusive workforce. This issue, the first on this topic in Obstetrics and Gynecology Clinics, looks at different types of conditions and care among communities of color, while also providing important information on how to address DEI in the workforce (namely in Ob/Gyn residencies), providing current information that can be implemented in clinical practice. - Contains 13 relevant, practice-oriented topics including gynecologic care for LGBTQ+ patients; gynecologic care of Native American communities; DEI in obstetric/gynecologic residency; diversifying the workforce in obstetrics and gynecology; and more. - Provides in-depth clinical reviews on diversity, equity, and inclusion in obstetrics and gynecology, offering actionable insights for clinical practice. - Presents the latest information on this timely, focused topic under the leadership of experienced editors in the field. Authors synthesize and distill the latest research and practice guidelines to create clinically significant, topic-based reviews.

michigan implicit bias training: Microintervention Strategies Derald Wing Sue, Cassandra Z. Calle, Narolyn Mendez, Sarah Alsaidi, Elizabeth Glaeser, 2021-02-03 Learn how you can help combat micro and macroaggressions against socially devalued groups with this authoritative new resource *Microintervention Strategies: What You Can Do to Disarm and Dismantle Individual and Systemic Racism and Bias*, delivers a cutting-edge exploration and extension of the concept of microinterventions to combat micro and macroaggressions targeted at marginalized groups in our society. While racial bias is the primary example used throughout the book, the author's approach is applicable to virtually all forms of bias and discrimination, including that directed at those with disabilities, LGBTQ people, women, and others. The book calls out unfair and biased institutional policies and practices and presents strategies to help reduce the impact of sexism, heterosexism, ableism, and classism. It provides a new conceptual framework for distinguishing between the different categories of microinterventions, or individual anti-bias actions, and offers specific, concrete, and practical advice for taking a stand against micro and macroaggressions. *Microintervention Strategies* delivers the knowledge and skills necessary to confront individual and institutional manifestations of oppression. Readers will also enjoy: - A thorough introduction to the major conceptual distinctions between micro and macroaggressions and an explanation of the manifestations, dynamics, and impact of bias on marginalized groups. - An exploration of the meaning and definition of microinterventions, including a categorization into three types: microaffirmations, microprotections, and microchallenges. - A review of literature that discusses the positive benefits that accrue to targets, allies, bystanders, and others when microinterventions take place. - A discussion of major barriers to acting against prejudice and discrimination. Perfect for undergraduate and graduate students taking courses in psychology, education, social work, and political science, *Microintervention Strategies* will also earn a place in the libraries of psychologists, educators, parents, and teachers, who hope to do their part to combat microaggressions and other forms of bias and discrimination.

michigan implicit bias training: Authentic Diversity Michelle Silverthorn, 2020-09-08 The nation has transformed. The calls for racial equity are loud and insistent and they are now being listened to. And yet, companies across the country are still far behind when it comes to equity in the workplace. For decades, we've heard variations on the same theme on how to increase diversity and inclusion and we have still not moved. If we want equity to matter inside and outside the workplace, if we want to be real allies for change, then we need a new approach. We need to stop following trends. We need to lead change. In *Authentic Diversity*, culture change expert and diversity speaker, Michelle Silverthorn, explains how to transform diversity and inclusion from mere lip service into the very heart of leadership. Following the journey of a Black woman in the workplace, leaders learn the old rules of diversity that keep failing her and millions like her again and again, and the new rules they must put in place to make success a reality for everyone. A millennial, immigrant, and Black woman in America, Michelle will show you how to lead a space centered on equity, allyship, and inclusion and how together we can build a new organization, and nation, centered on justice.

michigan implicit bias training: Real Men Do Cry Eric Hipple, Gloria Horsley, Heidi Horsley, 2008-09 *Real Men Do Cry*, by former NFL quarterback Eric Hipple, is an incredible story of tragedy and triumph. After his 15-year-old son died of suicide, Eric fell into a debilitating downward spiral. Bankrupt and jailed for drunk driving, he found the strength to seek therapy for his own depression and was able to make an amazing comeback. With unflinching honesty, Eric shares his journey, thus opening the door for others to realize that depression is treatable. This page-turner is packed with practical resources for families living with depression and is a valuable tool for counselors and mental health professionals nationwide. Resources include a Nine-Symptom Checklist for Depression along with Signs of Depression and Possible Suicide Risk.

michigan implicit bias training: Black Man in a White Coat Damon Tweedy, M.D., 2015-09-08 A NEW YORK TIMES BESTSELLER • ONE OF TIME MAGAZINE'S TOP TEN NONFICTION BOOKS OF THE YEAR A LIBRARY JOURNAL BEST BOOK SELECTION • A BOOKLIST EDITORS' CHOICE BOOK SELECTION One doctor's passionate and profound memoir of his

experience grappling with race, bias, and the unique health problems of black Americans When Damon Tweedy begins medical school, he envisions a bright future where his segregated, working-class background will become largely irrelevant. Instead, he finds that he has joined a new world where race is front and center. The recipient of a scholarship designed to increase black student enrollment, Tweedy soon meets a professor who bluntly questions whether he belongs in medical school, a moment that crystallizes the challenges he will face throughout his career. Making matters worse, in lecture after lecture the common refrain for numerous diseases resounds, More common in blacks than in whites. *Black Man in a White Coat* examines the complex ways in which both black doctors and patients must navigate the difficult and often contradictory terrain of race and medicine. As Tweedy transforms from student to practicing physician, he discovers how often race influences his encounters with patients. Through their stories, he illustrates the complex social, cultural, and economic factors at the root of many health problems in the black community. These issues take on greater meaning when Tweedy is himself diagnosed with a chronic disease far more common among black people. In this powerful, moving, and deeply empathic book, Tweedy explores the challenges confronting black doctors, and the disproportionate health burdens faced by black patients, ultimately seeking a way forward to better treatment and more compassionate care.

michigan implicit bias training: Anti-Bias Education for Young Children and Ourselves Louise Derman-Sparks, Julie Olsen Edwards, 2020-04-07 Anti-bias education begins with you! Become a skilled anti-bias teacher with this practical guidance to confronting and eliminating barriers.

michigan implicit bias training: Whistling Vivaldi: And Other Clues to How Stereotypes Affect Us (Issues of Our Time) Claude M. Steele, 2011-04-04 The acclaimed social psychologist offers an insider's look at his research and groundbreaking findings on stereotypes and identity. Claude M. Steele, who has been called "one of the few great social psychologists," offers a vivid first-person account of the research that supports his groundbreaking conclusions on stereotypes and identity. He sheds new light on American social phenomena from racial and gender gaps in test scores to the belief in the superior athletic prowess of black men, and lays out a plan for mitigating these "stereotype threats" and reshaping American identities.

michigan implicit bias training: Algorithms of Oppression Safiya Umoja Noble, 2018-02-20 Acknowledgments -- Introduction: the power of algorithms -- A society, searching -- Searching for Black girls -- Searching for people and communities -- Searching for protections from search engines -- The future of knowledge in the public -- The future of information culture -- Conclusion: algorithms of oppression -- Epilogue -- Notes -- Bibliography -- Index -- About the author

michigan implicit bias training: Freedom from Obsessive Compulsive Disorder Jonathan Grayson, 2014-05-06 Nearly six million Americans suffer from the symptoms of obsessive-compulsive disorder, which can manifest itself in many ways: paralyzing fear of contamination; unmanageable "checking" rituals; excessive concern with order, symmetry, and counting; and others. *Freedom from Obsessive-Compulsive Disorder* provides Dr. Jonathan Grayson's revolutionary and compassionate program for finally breaking the cycle of overwhelming fear and endless rituals, including: Self-assessment tests that guide readers in identifying their specific type of OCD and help track their progress in treatment Case studies from Dr. Grayson's revolutionary and profoundly successful treatment program Blueprints for programs tailored to particular manifestations of OCD Previously unexplored manifestations of OCD such as obsessive staring, Relationship OCD (R-OCD), obsessive intolerance of environmental sounds and chewing sounds Therapy scripts to help individuals develop their own therapeutic voice, to motivate themselves to succeed New therapies used in conjunction with exposure techniques "Trigger sheets" for identifying and planning for obstacles that arise in treatment Information on building a support group And much more Demystifying the process of OCD assessment and treatment, this indispensable book helps sufferers make sense of their own compulsions through frank, unflinching self-evaluation, and provides not only the knowledge of how to change—but the courage to do it.

michigan implicit bias training: Culturally Responsive Teaching and The Brain Zaretta Hammond, 2014-11-13 A bold, brain-based teaching approach to culturally responsive instruction To

close the achievement gap, diverse classrooms need a proven framework for optimizing student engagement. Culturally responsive instruction has shown promise, but many teachers have struggled with its implementation—until now. In this book, Zaretta Hammond draws on cutting-edge neuroscience research to offer an innovative approach for designing and implementing brain-compatible culturally responsive instruction. The book includes: Information on how one's culture programs the brain to process data and affects learning relationships Ten "key moves" to build students' learner operating systems and prepare them to become independent learners Prompts for action and valuable self-reflection

michigan implicit bias training: *Producing Bias-Free Policing* Lorie A. Fridell, 2016-08-03 This Brief provides specific recommendations for police professionals to reduce the influence of implicit bias on police practice, which will improve both effectiveness (in a shift towards evidence-based, rather than bias-based) practices and police legitimacy. The author is donating her proceeds from this book to the National Law Enforcement Officers Memorial Fund (nleomf.org).

michigan implicit bias training: *Trigeminal Nerve Injuries* Michael Miloro, 2013-05-14 Trigeminal nerve injuries present complex clinical challenges and can be very distressing for patients, resulting in abnormal sensations of the oro-facial region, yet surgeons may lack the knowledge required for optimal patient management based upon the specific nerve injury. This textbook is the first to be devoted to the diagnosis and management of trigeminal nerve injuries. A wide range of topics are covered, including historical perspectives, demographics, etiology, anatomy and physiology, pathophysiology, clinical neurosensory testing, nonsurgical management, and surgical management and principles of microneurosurgery, specifically involving the inferior alveolar and lingual nerves. Algorithms and a glossary are provided that will assist in the clinical management of these complex scenarios. The authors include surgeons with considerable experience and expertise in the field who have previously published on the subject. This book will serve as an ideal clinical reference for surgeons with patients who sustain trigeminal nerve injuries.

michigan implicit bias training: *Implicit Racial Bias Across the Law* Justin D. Levinson, Robert J. Smith, 2012-04-23 This book explores how scientific evidence on the human mind might help to explain why racial equality is so elusive. Through the lens of powerful and pervasive implicit racial attitudes and stereotypes, it examines both the continued subordination of historically disadvantaged groups and the legal system's complicity in the subordination.

michigan implicit bias training: *Status* Cecilia L. Ridgeway, 2019-11-22 Status is ubiquitous in modern life, yet our understanding of its role as a driver of inequality is limited. In *Status*, sociologist and social psychologist Cecilia Ridgeway examines how this ancient and universal form of inequality influences today's ostensibly meritocratic institutions and why it matters. Ridgeway illuminates the complex ways in which status affects human interactions as we work together towards common goals, such as in classroom discussions, family decisions, or workplace deliberations. Ridgeway's research on status has important implications for our understanding of social inequality. Distinct from power or wealth, status is prized because it provides affirmation from others and affords access to valuable resources. Ridgeway demonstrates how the conferral of status inevitably contributes to differing life outcomes for individuals, with impacts on pay, wealth creation, and health and wellbeing. Status beliefs are widely held views about who is better in society than others in terms of esteem, wealth, or competence. These beliefs confer advantages which can exacerbate social inequality. Ridgeway notes that status advantages based on race, gender, and class—such as the belief that white men are more competent than others—are the most likely to increase inequality by facilitating greater social and economic opportunities. Ridgeway argues that status beliefs greatly enhance higher status groups' ability to maintain their advantages in resources and access to positions of power and make lower status groups less likely to challenge the status quo. Many lower status people will accept their lower status when given a baseline level of dignity and respect—being seen, for example, as poor but hardworking. She also shows that people remain willfully blind to status beliefs and their effects because recognizing them can lead to emotional discomfort. Acknowledging the insidious role of status in our lives would require many higher-status

individuals to accept that they may not have succeeded based on their own merit; many lower-status individuals would have to acknowledge that they may have been discriminated against. Ridgeway suggests that inequality need not be an inevitable consequence of our status beliefs. She shows how status beliefs can be subverted—as when we reject the idea that all racial and gender traits are fixed at birth, thus refuting the idea that women and people of color are less competent than their male and white counterparts. This important new book demonstrates the pervasive influence of status on social inequality and suggests ways to ensure that it has a less detrimental impact on our lives.

michigan implicit bias training: Trauma Informed Care in the Perinatal Period Julia Seng, Julie Taylor, 2015-10-29 Studies of traumatic stress, attachment, and neurobiology confirm the importance of the mother and child bond for life-long health. Yet intergenerational cycles of childhood maltreatment and psychiatric vulnerability may endanger that bond to warrant a prevention approach. Trauma-informed care and interventions in maternity services may be needed.

michigan implicit bias training: **Laboratory Operations and Management** Jeanne Isabel, Patricia Ellinger, Dana Griffin, 2024-10-01 Management and lab operations for career entry-level students! The path to leadership success in the lab begins with a firm foundation in the many facets of management! Designed to meet the needs of today's students, this new text introduces the principles of laboratory management and demonstrates how to apply them in the real-world. It builds a foundation in the administration of personnel and finance. It also addresses the broad range of knowledge needed to become an effective leader in today's increasingly complex environment... quality measures, compliance, safety regulations, and professionalism—information critical for all laboratory personnel, including the new supervisor.

michigan implicit bias training: **White Working Class** Joan C. Williams, 2017-05-16 I recommend a book by Professor Williams, it is really worth a read, it's called White Working Class. -- Vice President Joe Biden on Pod Save America An Amazon Best Business and Leadership book of 2017 Around the world, populist movements are gaining traction among the white working class. Meanwhile, members of the professional elite—journalists, managers, and establishment politicians--are on the outside looking in, left to argue over the reasons. In White Working Class, Joan C. Williams, described as having something approaching rock star status by the New York Times, explains why so much of the elite's analysis of the white working class is misguided, rooted in class cluelessness. Williams explains that many people have conflated working class with poor--but the working class is, in fact, the elusive, purportedly disappearing middle class. They often resent the poor and the professionals alike. But they don't resent the truly rich, nor are they particularly bothered by income inequality. Their dream is not to join the upper middle class, with its different culture, but to stay true to their own values in their own communities--just with more money. While white working-class motivations are often dismissed as racist or xenophobic, Williams shows that they have their own class consciousness. White Working Class is a blunt, bracing narrative that sketches a nuanced portrait of millions of people who have proven to be a potent political force. For anyone stunned by the rise of populist, nationalist movements, wondering why so many would seemingly vote against their own economic interests, or simply feeling like a stranger in their own country, White Working Class will be a convincing primer on how to connect with a crucial set of workers--and voters.

michigan implicit bias training: **Doing the Right Thing** Marybeth Gasman, 2024-08-20 An honest confrontation of systemic racism in faculty hiring—and what to do about it While colleges and universities have been lauded for increasing student diversity, these same institutions have failed to achieve any comparable diversity among their faculty. In 2017, of the nation's full-time, tenure-track and tenured faculty, only 3 percent each were Black men, Black women, Hispanic men, and Hispanic women. Only 6 percent were Asian/Pacific Islander men, 5 percent were Asian/Pacific Islander women, and 1 percent were American Indian/Alaska Native. Why are the numbers so abysmal? In Doing the Right Thing, Marybeth Gasman takes a hard, insightful look at the issues surrounding the recruitment and hiring of faculty of color. Relying on national data and interviews with provosts, deans, and department chairs from sixty major universities, Gasman documents the institutional

forces stymieing faculty diversification, and she makes the case for how such deficiencies can and should be rectified. Even as institutions publicly champion inclusive excellence and the number of doctoral students of color increases, Gasman reveals the entrenched constraints contributing to the faculty status quo. Impediments to progress include the alleged trade-off between quality and diversity, the power of pedigree, the rigidity of academic pipelines, failures of administrative leadership, lack of accountability among administration and faculty, and the opacity and arbitrariness of the recruitment and hiring process. Gasman contends that leaders must acknowledge institutional failures of inclusion, pervasive systemic racism, and biases that restrict people of color from pursuing faculty careers. Recognizing that individuals from all backgrounds are essential to the creation and teaching of knowledge, *Doing the Right Thing* puts forth a concrete call for colleges and universities to take action and do better.

michigan implicit bias training: *All Manner of Things* Susie Finkbeiner, 2019-06-04 When Annie Jacobson's brother Mike enlists as a medic in the Army in 1967, he hands her a piece of paper with the address of their long-estranged father. If anything should happen to him in Vietnam, Mike says, Annie must let their father know. In Mike's absence, their father returns to face tragedy at home, adding an extra measure of complication to an already tense time. As they work toward healing and pray fervently for Mike's safety overseas, letter by letter the Jacobsons must find a way to pull together as a family, regardless of past hurts. In the tumult of this time, Annie and her family grapple with the tension of holding both hope and grief in the same hand, even as they learn to turn to the One who binds the wounds of the brokenhearted. Author Susie Finkbeiner invites you into the Jacobson family's home and hearts during a time in which the chaos of the outside world touched their small community in ways they never imagined. Finkbeiner's characters believably navigate the emotional upheaval of war, and she skillfully depicts how the Jacobson's slowly open up to one another, emerging with greater strength, faith, and mutual respect.--Publishers Weekly The small-town experience and connect readers deeply to characters who cry, cringe, and are, ultimately, able to rest assured that all will be well.--Booklist, starred review Susie Finkbeiner's new novel captures that fraught time with beauty and gentleness. . . . A beautiful, arresting novel.--The Banner

michigan implicit bias training: *Uprooting Bias in the Academy* Linda F. Bisson, Laura Grindstaff, Lisceth Brazil-Cruz, Sophie J. Barbu, 2021-12-29 This open access book analyzes barriers to inclusion in academia and details ways to create a more diverse, inclusive environment. It describes the implementation of UC Davis ADVANCE, a grant program funded by the National Science Foundation, to increase the hiring and retention of underrepresented scholars in the STEM fields (science, technology, engineering and mathematics) and foster a culture of inclusion for all faculty. It first describes what the barriers to inclusion are and how they function within the broader society. A key focus here is the concept of implicit bias: what it is, how it develops, and the importance of training organizational members to recognize and challenge it. It then discusses the limitations of data collection that is guided by the convention assumption that being diverse automatically means being inclusive. Lastly, it highlights the importance of creating a collaborative, interdisciplinary, and institution-wide vision of an inclusive community.

michigan implicit bias training: *The Economics of Health and Health Care* Sherman Folland, Allen C. Goodman, Miron Stano, Shooshan Danagoulian, 2024-01-31 *The Economics of Health and Health Care* is the market-leading health economics textbook, providing comprehensive coverage of all the key topics, and balancing economic theory, empirical evidence, and public policy. The ninth edition offers updated material throughout, including two new chapters: Disparities in Health and Health Care (Chapter 7) examines issues of race, ethnicity, income, gender, and geography with respect to health care access, health inputs, and health outcomes; Pandemic Economics (Chapter 9) introduces a new and simplified economic treatment of epidemics and pandemics within the context of COVID-19. We also include applications from the growing literature on digital medicine. The book further highlights the impacts of the Affordable Care Act (ACA) and updates its path-breaking comparative analyses across countries to focus on the differences in access and costs. The book

continues to provide a clear, step-by-step understanding of health economics, making economic principles accessible to students, supported by boxed examples, figures and tables. Each chapter contains concise summaries, discussion questions, and quantitative exercises to promote student learning. There is also a glossary of key terms and an extensive reference list. Instructors are supported by a range of digital supplements. It is the perfect textbook for students and practitioners taking undergraduate and postgraduate courses in health economics, health policy, and public health.

michigan implicit bias training: Seeking Solutions National Research Council, Policy and Global Affairs, Committee on Women in Science, Engineering, and Medicine, Committee on Advancing Institutional Transformation for Minority Women in Academia, 2013-12-17 Seeking Solutions: Maximizing American Talent by Advancing Women of Color in Academia is the summary of a 2013 conference convened by the Committee on Women in Science, Engineering and Medicine of the National Research Council to discuss the current status of women of color in academia and explore the challenges and successful initiatives for creating the institutional changes required to increase representation of women of color at all levels of the academic workforce. While the number of women, including minority women, pursuing higher education in science, engineering and medicine has grown, the number of minority women faculty in all institutions of higher education has remained small and has grown less rapidly than the numbers of nonminority women or minority men. Seeking Solutions reviews the existing research on education and academic career patterns for minority women in science, engineering, and medicine to enhance understanding of the barriers and challenges to the full participation of all minority women in STEM disciplines and academic careers. Additionally, this report identifies reliable and credible data source and data gaps, as well as key aspects of exemplary policies and programs that are effective in enhancing minority women's participation in faculty ranks. Success in academia is predicated on many factors and is not solely a function of talent. Seeking Solutions elucidates those other factors and highlights ways that institutions and the individuals working there can take action to create institutional cultures hospitable to people of any gender, race, and ethnicity.

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