

## Frequently Asked Questions

- ❖ Will this be an annual requirement?
  - Yes.
- ❖ Where is the schedule of implicit bias trainings?
  - Please refer to the MyCompass calendar and search for the “Implicit Bias and Its Everyday Impact” dates.
- ❖ Who is required to complete the implicit bias training?
  - All UAMS faculty and staff throughout the state are required to complete this training.
- ❖ What will this training involve?
  - The 2020-2021 implicit bias training involves a 1-hour interactive workshop led by an experienced facilitator. This first year of training requires face-to-face learning, which we will accomplish through synchronous Zoom sessions while there is public health guidance to minimize large meetings. Please plan on having steady internet, a working camera, and microphone. We completely understand the technological barriers are different by department, especially during the time of COVID. **Participants are welcome to use a cellular device or tablet. The camera/microphone are encouraged not required.** Participants without those items are encouraged to engage by using the Zoom chat feature during the sessions.
- ❖ What are the issues or topics covered in this training?
  - This interactive workshop is designed to increase awareness of implicit bias and reduce its impact. The workshop focuses on cultural humility and the effects of implicit bias on our social systems, including education, healthcare, and community.
- ❖ What are the learning objectives for the implicit bias training?
  - Define Diversity, Equity and Inclusion in context to UAMS and its mission.
  - Define culture, cultural identity, implicit bias, stereotypes, and generalizations.
  - Discuss and develop skills to identify and interrupt implicit bias and its effects.
  - Examine the effects of bias in professional spaces.
  - Develop strategies for overcoming biases and pre-programmed ideas.
- ❖ Why do we have this required training on implicit bias?
  - Chancellor Cam Patterson and the Division of Diversity, Equity and Inclusion are committed to providing UAMS employees with the knowledge and skills to help the UAMS system foster inclusive excellence and reach its important goals set forth in our [2029 Strategic Plan](#) in relation to diversity, equity, and inclusion. Awareness of how implicit bias impacts all of us is necessary if we are to live by our core values as members of Team UAMS. By reducing and mitigating the effects of implicit bias, we aim to attract and retain diverse students, faculty, staff, and trainees.

- ❖ **Who will provide this training?**
  - The UAMS Division of Diversity, Equity, and Inclusion's Office of Intercultural Education (DDEI OIE) is spearheading this initiative. The OIE Training and Strategy Council consists of UAMS employees, identified and invited by DDEI, due to their established reputations as subject-matter experts, in addition to their respected aptitude in the areas of training, education, and leadership.
  
- ❖ **What if a department or individual attended an Implicit Bias Workshop in 2019?**
  - Any department and/or individual that attended an implicit bias workshop facilitated by a member of Division for Diversity, Equity, and Inclusion (DDEI), or any faculty/staff designated to represent DDEI, will be considered compliant until January 2021.
  - If the workshop is not reflected on your UAMS MyCompass Transcript, you can complete the Course Verification Request Form located on the DDEI website: <https://ddei.uams.edu/>
    - Locate 'Initiatives' Tab, using the dropdown menu, select 'Academy for Inclusive Excellence',
    - Then select 'UAMS Implicit Bias Initiative 2020, locate and complete the Course Verification Request Form. Submit your request and any documentation of attendance. We will follow-up by email within 7-14 days.
    - [CLICK HERE FOR FORM](#)
  
- ❖ **Is there a specific timeframe to complete the requirement to be deemed in compliance?**
  - All faculty and staff must complete this training by the end of October 2021 to be compliant for 2020-2021.
  
- ❖ **Can I attend any implicit bias training, even if my college/professional area is not listed for that day?**
  - Yes, but if there is insufficient space for all who register, priority will be given to those whose college/professional area is scheduled for that day.
  
- ❖ **If I require accommodations for this training, what should I do?**
  - Please contact the Division of Diversity, Equity, and Inclusion [Amber Booth-McCoy, [anbooth@uams.edu](mailto:anbooth@uams.edu), 501-686-8675.
  
- ❖ **Is there anything I should do prior to the training?**
  - We request that you review correspondence sent in email to participants prior to workshop. This allows us to make the most effective use of your time.
  
- ❖ **Is there follow-up education on implicit bias available?**

- o The Division of Diversity, Equity, and Inclusion (DDEI) has a growing repository of resources available on their website for ongoing education. For future annual requirements, DDEI will provide online and in-person courses after 2021.

