
Learning Hub: Understanding and Overcoming Bias

We all have biases whether we are aware of them or not. While these biases may seem innocent, they can cause problems to arise. In this course, titled Understanding and Overcoming Bias, you will learn how bias impacts people's interactions with each other. The course begins with a discussion on what bias is, how it manifests, and its different types. The course then moves into relevant discussions on the intersection between bias and mental health. You will learn practical tips for overcoming bias and taking action within your community. The course provides engaging learning based on current research and relevant articles while utilizing the most recent techniques in online learning. We hope that the information in this course will cause a ripple effect in not only your life but in the lives of those around you. *NOTE: We recommend completing Mental Health Competency 1 before taking any other Mental Health Ally Series courses.*

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LEARNING HUB OVERVIEW

- **Estimated Course Length:** 1 hour
- **CE Credits:** 1.00 CE
- **Target Audience:** Mental Health and Medical Providers, Healthcare Staff, Case Managers, Employers, Caregivers, Coaches, First Responders, Teachers, Attorneys, and other pertinent professionals
- **Level of Instruction:** Introductory
- **Prerequisite(s):** None
- **Instructional Method:** Self-paced; interactive; hybrid of audio, text, video, and learning checks
- **Accessibility Accommodations:** Color contrast; transcripts of video components; closed captioning of audio and video components. *In order to request further accessibility accommodations, please email support@psychhub.com.*
- **Registration:** To enroll in this or any other Psych Hub Learning Hub, go to lms.psychhub.com, click “Log In” to create a new account or access your existing account, return to lms.psychhub.com to access a list of Learning Hubs, click the title of the Learning Hub in which you are interested, and follow the instructions on the page.

LEARNING HUB PACKAGES & PRICING

This Learning Hub is available individually or as part of different packages as well as with or without supplementary videos. Continue reading to learn what each purchase option includes.

Understanding and Overcoming Bias ★

- **Course sections:** 11 sections with components in each section (components consist of a mixed media approach with lived experience testimonials, animation explainer videos, and a knowledge game)
- **Supplementary PDFs:** 6 downloadable PDFs expanding on relevant course topics
- **Supplementary videos:** 6 companion videos created for enhanced learning on key course topics in Understanding and Overcoming Bias; over 120 mental health literacy videos on a host of mental health topics

Diversity and Bias (Micro-Certification) ★

- **Course sections, supplementary PDFs, and supplementary videos** of *Diversity and Mental Health and Understanding and Overcoming Bias*

Mental Health Ally Series (Master Certification) ★

- **Course sections, supplementary PDFs, and supplementary videos** of ALL *Mental Health Ally* Learning Hubs

Psych Hub Subscription ★

- **Course sections, supplementary PDFs, and supplementary videos** of ALL Psych Hub Learning Hubs

Learning Solutions for Organizations

To learn about options for organizations, including bulk purchases, Learning Hub customization, and Learning Hub co-development, email info@psychhub.com.

PACKAGES & PRICING	UNDERSTANDING AND OVERCOMING BIAS	DIVERSITY AND BIAS	MENTAL HEALTH ALLY SERIES	PSYCH HUB SUBSCRIPTION
	LEARNING HUB	MICRO-CERTIFICATION	MASTER CERTIFICATION	ALL LEARNING HUBS
COURSE SECTIONS	✓	✓	✓	✓
SUPPLEMENTARY PDFS & VIDEOS	✓	✓	✓	✓
ADDITIONAL MENTAL HEALTH ALLY MODULES:				
<i>Mental Health Competency 1</i>	X	X	✓	✓
<i>Mental Health Competency 2: Common Conditions</i>	X	X	✓	✓
<i>Mental Health Competency 3: Substance Use Awareness</i>	X	X	✓	✓
<i>Suicidal Behavior Competency</i>	X	X	✓	✓
<i>Safety Planning</i>	X	X	✓	✓
<i>Diversity and Mental Health</i>	X	✓	✓	✓
<i>Motivational Interviewing: Communication Basics</i>	X	X	✓	✓
ALL PSYCH HUB LEARNING HUBS	X	X	X	✓
COST	\$15/year	\$25/year	\$99/year	\$360/year \$30/month

LEARNING OBJECTIVES

After completing this course, you will be able to describe and employ the following:

1. Define and provide examples of implicit bias, explicit bias, cultural bias, positive bias, internalized bias, and institutional bias.
2. Discuss ways in which bias impacts mental health.
3. Give examples of how implicit bias and its outcomes can be mitigated within individuals and organizations.

COURSE COMPLETION REQUIREMENTS

To complete the course, learners must do the following:

- Review all sections
- Take the post-course assessment (passing score: 85% or higher*)
- Complete the course evaluation

**Learners may attempt the post-course assessment as many times as necessary to receive a passing score.*

MENTAL HEALTH ALLY CERTIFICATION

Psych Hub has partnered with the nation's top subject matter experts to develop a certification training – for anybody. Understanding that everyone has a role to play when it comes to recognizing signs and symptoms of mental health, we have developed our content to ensure that it is easily understandable by anyone, regardless of their prior knowledge. We recognize the benefit of equipping everyone with the ability to learn about critical mental health topics and gain actionable skills to help someone or themselves during difficult times.

Mental Health Ally Master Certification

Once an individual successfully completes all modules in The Mental Health Ally series, they will earn a master certification and receive a certificate of completion as well as a digital badge. The badge can be placed in an email signature block and shared on social media to let people know they are a safe person to talk to when it comes to issues related to mental health, suicide prevention, substance use, and diversity. *Understanding and Overcoming Bias is one of eight modules in the Mental Health Ally master certification.*

Mental Health Ally Micro-Certifications

The Mental Health Ally series is also available in stackable learning tracks called micro-certifications, which allow individuals to gain skills and knowledge in subsets of mental health outside of the wider certification. Psych Hub offers 5 micro-certifications: Mental Health Fundamentals, Substance Use, Suicide Prevention, Diversity and Bias, and Motivational Interviewing. *Understanding and Overcoming Bias is one of two modules in the Diversity and Bias micro-certification.*

CONTINUING EDUCATION INFORMATION

For more information on Psych Hub's continuing education programs, email ce@psychhub.com.

Program Goal

The goal of this continuing education program is to provide professionals such as licensed or certified social workers and CCM® board-certified case managers with information on what bias is, how it manifests, different types of bias, the intersection between bias and mental health, and practical tips for overcoming bias and taking action in community and workplace settings. Please note that this content is introductory, so it is best suited for professionals who are early in their career or looking to ensure that their foundational knowledge is up-to-date and accurate.

Current Approvals

Association of Social Work Boards (ASWB)



Psych Hub, #1750, is approved to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Organizations, not individual courses, are approved as ACE providers. State and provincial regulatory boards have the final authority to determine whether an individual course may be accepted for continuing education credit. Psych Hub maintains responsibility for this course. ACE provider approval period: 08/20/2020 – 08/20/2021. Social workers completing this course receive **1.00** continuing education credits.

Commission for Case Manager Certification (CCMC)



This program has been pre-approved by The Commission for Case Manager Certification to provide continuing education credit to CCM® board certified case managers. The course is approved for **1.00** CE contact hour(s). Activity code: **H00044356** Approval Number: **200139270**

To claim these CEs, log into your CCMC Dashboard at www.ccmcertification.org.

CE Credit Calculation

Continuing education credits are calculated by averaging pilot test times, rounded down to the nearest quarter hour. This allows for inclusion of interactive elements (e.g., assessments) and learner variance. However, regardless of pilot test times, the number of continuing education credits will never exceed 2 hours more than the combined video and voiceover length.

Average Pilot Test Length: 1 hour 13 minutes

Combined Video and Voiceover Length: 51 minutes

Timed Course Outline

Since the course is interactive and each learner will proceed at their own pace, timing is not exact. These are approximations based on average pre/post-test time of pilot testers as well as the run-time of course videos and voiceover. This course does not have to be completed in one session.

Course Activities for CE Credit (≥ 1 hour 2 minutes)

- Course Overview & Introduction (4+ minutes)
- What is Bias? (1+ minute)
- The Formulation of Bias (2+ minutes)
- Bias and Discrimination (15+ minutes)
- How Bias Manifests (7+ minutes)
- The Impact of Discrimination and Bias on Mental Health (8+ minutes)
- Overcoming Bias (1+ minute)
- Take Action (5+ minutes)
- Workplace Strategies (3+ minutes)
- Knowledge Check (2+ minutes)
- Discussion Summary & Course Outro (2+ minutes)
- References
- Post-Course Assessment (12+ minutes)

Course Activities NOT for CE Credit

- Participant Evaluation (5-10 minutes)
- (OPTIONAL) Companion Video and Downloadable PDF Review

Obtaining Certificates of Completion

After reviewing all modules, completing the post-course assessment with a score of at least 85%, and completing the participant evaluation, learners will automatically receive a certificate of completion.

ACCESSIBILITY ACCOMMODATIONS, GRIEVANCES, & REFUNDS

Psych Hub's [Grievance Policy](#), which includes information on filing grievances, requesting a refund, and requesting accessibility accommodations, can be found in the footer of lms.psychhub.com.

COURSE AUTHORS

To submit questions or comments for course authors, email ce@psychhub.com.

Abigail Asper, MSW

Mental Health Specialist, Psych Hub

Abigail Asper joined the Psych Hub team in August 2019 as Mental Health Specialist. In her role as Mental Health Specialist, she is responsible for ensuring that Psych Hub videos and learning hubs are evidence-based, clinically sound, and trauma-informed as well as overseeing Psych Hub continuing education initiatives.

Along with lived experience of mental illness and losing a loved one to suicide, Ms. Asper has years of professional experience in mental health, social justice, and clinical settings. She earned a B.S. in Psychology from College of Charleston Honors College and a Master's in Social Work from Fordham University Graduate School of Social Service. Before joining the Psych Hub team, she worked as an NGO Representative to the United Nations for the International Federation of Social Workers, a case manager on an assertive community treatment team for older adults with serious mental illnesses, a victim advocate at a rape crisis center, and a phone counselor at a crisis hotline. She is also a published author, editor, and researcher. Most recently, she was an editor of *Behavioral Science in the Global Arena: Addressing Timely Issues at the United Nations and Beyond, Volume I*, a text for which she authored two chapters: "Migrant Adaptation and Well-Being" and "Gender Equity and Reproductive Justice".

Brandon J. Johnson, MHS

Mental Health & Suicide Prevention Educator

Brandon J. Johnson, M.H.S. is a tireless advocate for positive mental health and suicide prevention services for youth and adults across the country and within the local community of Baltimore, MD. Brandon earned a Bachelor of Science Degree from Morgan State University in 2008 and a Master of Health Science Degree from Johns Hopkins University in 2012. Currently, he serves in the Federal Government working on suicide prevention. He provides guidance to states, tribes, and healthcare systems on suicide prevention initiatives. Another highlight of Brandon's career is his current role as the Co-Lead of the National Action Alliance for Suicide Prevention's Faith Communities Task Force. The group works with faith communities all over the nation to equip them with tools and resources to combat the often stigmatized issue of suicide. Brandon has lead numerous projects to develop resources and materials to specifically prevent suicide among African-American youth. Previously, Brandon served as the Director of Suicide and Violence Prevention for the State of Maryland where he worked in communities throughout the state to help develop strategies to end violence in various forms, such as community violence and human trafficking. In this role, Brandon also worked on the MD Governor's Commission on Suicide Prevention as well as organized the annual Suicide Prevention Conference. Outside of his career, Brandon works with youth as a part of the Royalty Youth Ministry of Morning Star Baptist Church in Woodlawn, MD.

ACKNOWLEDGEMENTS

Psych Hub would like to sincerely thank the Editors, Contributors, and Voiceover Artist of this Learning Hub:

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Voiceover Artist

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SYSTEM REQUIREMENTS

Accessing this Learning Hub requires an internet connection. The following technology can be used for access:

Operating Systems

- Windows 7/8/10, any edition
- macOS 10.6 and above
- Any phone or tablet with an internet browser and connection

Internet Browsers

- Any standard internet browser (i.e. Chrome, IE, Firefox, Edge, Safari)

ADDITIONAL INFORMATION

Conflict of Interest Disclaimer

Psych Hub receives financial support from organizations in the healthcare industry, but these entities do not control or direct course content. Psych Hub's [Conflict of Interest Policy](#) can be found in the footer of lms.psychhub.com.

Course Creation Date

8/31/20

Psych Hub Contact Information

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