
COURSE: OVERCOMING BIAS IN THE WORKPLACE

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 *Overcoming Bias in the Workplace*, you will learn how bias impacts people's interactions with each other in the workplace. 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 in the workplace. You will learn practical tips for overcoming bias and taking action in your workplace. The *Overcoming Bias in the Workplace* course will take approximately 60-80 minutes of continuous learning time. 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 in your workplace. *NOTE: We recommend completing Workplace Mental Health Competency 1 before taking any other Workplace Mental Health Ally Series courses.*

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COURSE OVERVIEW

ESTIMATED COURSE LENGTH: 44 mins

TARGET AUDIENCE: Human resources professionals and people managers

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 course, 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 courses, click the title of the course in which you are interested, and follow the instructions on the page.

COURSE PACKAGES & PRICING

This course is available as part of a series. At this time, the Workplace Mental Health Ally Certificate is only offered as a series and includes 8 courses within that series. **The cost of the Workplace Mental Health Ally Certificate series is \$99.**

OVERCOMING BIAS IN THE WORKPLACE

- 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 Overcoming Bias in the Workplace; over 120 mental health literacy videos on a host of mental health topics

LEARNING OBJECTIVES

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

1. Define and provide examples of bias including implicit, explicit, cultural, positive, internalized, and institutional
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: 80% or higher*)
- Complete the course evaluation

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

WORKPLACE MENTAL HEALTH ALLY CERTIFICATE

The Workplace Mental Health Ally Certificate series of courses is designed to teach the basics about topics like mental health, suicide prevention, and substance use. The following courses are included within this series:

- Workplace Mental Health Competency 1
- Workplace Mental Health Competency 2: Common Conditions
- Workplace Mental Health Competency 3: Substance Use Awareness
- Workplace Suicidal Behavior Competency
- Workplace Safety Planning
- Workplace Effective Communication
- Workplace Diversity and Mental Health
- Overcoming Bias in the Workplace

Once an individual successfully completes all 8 modules in The Workplace Mental Health Ally Certificate series, they will earn a 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. Overcoming Bias in the Workplace is one of eight modules in the Workplace Mental Health Ally certification.

PROFESSIONAL DEVELOPMENT INFORMATION

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

DISCLOSURES

Brandon Johnson has no relevant disclosures to make and does consultant work as needed with "The Becoming Counseling and Wellness." Abigail Asper has no relevant disclosures to make.

Psych Hub receives financial support from organizations in the healthcare industry, but these entities do not control or direct Learning Hub content. Psych Hub as well as planning and review committees have no relevant financial interests to disclose. Psych Hub's Conflict of Interest Policy can be found in the footer of lms.psychhub.com.

CONFLICT OF INTEREST RESOLUTION

Conflicts of interest have been resolved through peer review of content by a non-conflicted reviewer.

COMMERCIAL SUPPORT

No commercial support was provided for this activity.

PROGRAM GOAL

The goal of this professional development program is to provide HR professionals and people 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.

SOCIETY FOR HUMAN RESOURCE MANAGEMENT PDCS



Psych Hub is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP®. For more information about SHRM certification or recertification, please visit www.shrmcertification.org.

Overcoming Bias in the Workplace is one of eight modules in the Workplace Mental Health Ally Certificate activity. Upon completing all eight modules, learners can earn **7.00** PDCs.

OBTAINING CERTIFICATES OF COMPLETION

After reviewing all modules, completing the post-course assessment with a score of at least 80%, and completing the participant evaluation, learners will automatically receive a general certificate of completion.

Learners will not receive a PDC certificate until they have completed all 8 modules of the Workplace Mental Health Ally Certificate activity.

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, CONSULTANT & REVIEWERS

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

ABIGAIL ASPER, LMSW (COURSE AUTHOR)

CLINICAL RESEARCH MANAGER, PSYCH HUB

Abigail Asper joined the Psych Hub team in August 2019. In her role as Clinical Research Manager, she reviews existing literature and conducts original research; writes and reviews clinical content within Psych Hub Learning Hubs, videos, and other resources; and manages continuing education accreditation processes. 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, MCHES (COURSE AUTHOR)

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.

JENNIFER CURRENCE, MBA, SHRM-SCP, PCC (COURSE CONSULTANT)

CEO OF WITHIN LEADERSHIP; CREATOR OF THE LEADING FOR REAL LEADERSHIP DEVELOPMENT PROGRAM; CONTENT CREATOR FOR SHRM'S PEOPLE MANAGER QUALIFICATION

Jennifer Currence is the CEO of WithIN Leadership in Tampa, Florida, where she delivers results through customized training and coaching programs for leaders and HR. She is the creator of the Leading for Real™ leadership development program and content creator for SHRM's People Manager Qualification (PMQ).

Jennifer earned her MBA with an emphasis in management and holds a nationally accredited certification in coaching (PCC) and an international senior-level certification in human resources (SHRM-SCP). She has been recognized as a Thought Leader by the International Society of Performance Improvement, a Subject Matter Expert by the Society for Human Resource Management (SHRM), and was named Tampa Bay's HR Consultant of the Year for 2017. She has over 25 years of experience in Human Resources and training in organizations, and is a faculty member for SHRM as well as a professor at the University of Tampa's award-winning Sykes school of business.

Jennifer has been published in HR Magazine and featured in Fast Company magazine, USA Weekly, and HR.com. She is a professional member of SHRM, the National Speakers Association (NSA), the International Coaching Federation (ICF), and the author of [three SHRM-published books](#) on business behavioral competencies.

CAROLYN BARLEY (REVIEWER)

SHRM'S INSTRUCTIONAL DESIGN MANAGER

As SHRM's Instructional Design Manager, Carolyn Barley leads the team responsible for the development of the Specialty Credential, eLearning and Seminar products portfolio. She oversees the curriculum by creating and enforcing curriculum development standards, templates, and procedures, while ensuring the use of good instructional design processes and adult learning methodologies. She is responsible for overseeing the development of new learning solutions across media, with a focus on face-to-face, live virtual, eLearning. Working closely with Subject Matter Experts (SMEs) and partnering cross-functionally, she works on new initiatives, refines and evolves current products, while also advising organizational leadership on educational trends and best practices in adult learning.

She was instrumental in the development of SHRM's People Manager Qualification (PMQ), SHRM's Talent Acquisition Specialty Credential, SHRM's People Analytics Specialty Credential, SHRM's CA HR Law Specialty Credential, SHRM's Inclusive Workplace Culture Specialty Credential, SHRM's HR Department of One Specialty Credential and SHRM's Workplace Investigations Specialty Credential.

Prior to SHRM, Carolyn worked as a corporate university consultant. During that time, she architected corporate university blueprints, conducted content reviews and completed instructional design projects. She has worked with over 50 organizations identifying operational processes and procedures to standardize how global learning should occur across the enterprise.

Carolyn is a lifelong learner. She is focused on making a difference in the lives she touches through education and raising awareness. She is committed to elevating HR through her involvement with curriculum to contribute to creating better workplaces.

ANDREW MORTON (REVIEWER)

SHRM'S DIRECTOR OF CERTIFICATION AND VETERAN AFFAIRS

As SHRM's Director of Certification and Veteran Affairs Andrew Morton works with the military and veterans' organizations to develop workforce readiness pathways for veterans and military-families. As part of SHRM's Speaker's Bureau Andrew informs and empowers organizations in their inclusion-hiring efforts across many populations including Veterans and military spouses, individuals with disabilities, and Returning Citizens as part of SHRM's Getting Talent Back to Work Initiative. He is the contributing author to Justin Constantine's SHRM published book ["From We Will to At Will- A Handbook for Veteran Hiring, Transitioning and Thriving in Today's Workplace."](#) Andrew has and continues to serve on several veteran and military community employee related initiatives to include serving on the board of the non-profit

“Hiring America Serves” as well as an ambassador to the American Legion’s and Lumina Foundation’s [Military Credentialing Advancement Initiative \(MCAI\)](#).

Andrew, a retired Infantry-Officer, served in several leadership roles during multiple overseas and combat tours (Iraq, Bosnia, Macedonia, and Egypt) in his 21-year Army career. He also served as the Chief of Marketing and Advertising and the Chief of Digital and Social Media for the Army Reserve. After his transition from the military and prior to his arrival at SHRM, Andrew served as a digital media director for a leading PR firm in Alexandria, VA.

Andrew is passionate about awareness and resources in support of mental health within our workforce and society at large and has written extensively about breaking through the challenges of mental health stigma and accessibility ([Want My Dad Back](#)). He’s currently completing his Masters in Mental Health Counseling with the College of William and Mary. Andrew resides in Alexandria, VA. with his three teenage children, his wife Emily, and far too many dogs and cats to manage effectively.

ACKNOWLEDGEMENTS

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

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SYSTEM REQUIREMENTS

Accessing this course 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

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COURSE CREATION DATE

9/03/21

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