

**Year 3 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education**

**UT Southwestern Medical Center**

**Implicit Bias Mitigation Trainings - Creating a More Aware Climate**

**Relevant Rubric Area(s):**

- Leadership Education and Skill Development

**Description of Work:**

**Implicit Bias Mitigation Trainings:**

1. **For General Groups:** Dr. Quinn Capers IV, MD, our Associate Dean of Faculty Diversity, has provided implicit bias mitigation training since 2021. These trainings were advertised to department chairs and division chiefs across the institution upon Dr. Capers' arrival at UT Southwestern in 2020 and have been utilized by many departments within the institution on an as needed basis.

These trainings include a lecture to introduce Implicit Bias which is currently web-based due to the COVID-19 pandemic. The trainings run by Dr. Capers include a lecture to introduce gender and racial bias, his lecture also has interactive components where he asks his audience to provide what biases could arise through various pictures and scenarios. The interactive parts have worked virtually by the participants writing in the chat to be read out loud by Dr. Capers or the Program Coordinator helping run the event.

These implicit bias trainings have moved forward with acquiring for CME accreditation, using funds dedicated to diversity initiatives. The CME accreditation will encourage more faculty to participate and give more of an incentive for additional faculty and departments to take place in this training.

2. **Implicit Bias Train the Trainer Workshops:** Train the Trainer Implicit Bias workshops is the second portion of the Mitigation trainings initiative started to ensure that each department has implicit bias trainers that can be called upon depending on the department's needs. This is to ensure that the mitigation trainings can be available to each department whenever they need and their department trainer knows the needs of their specific department. Dr. Capers has been leading these workshops and provides the Trainers all the tools they need to implement their own Implicit Bias Workshops. The first session took place on January 22<sup>nd</sup>, 2022 and the second at the end of April 2022.

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