

Class: Implicit Bias in Probation

Instructional Time: 8 hours

1. Welcome and Introductions
2. Objectives
 - a. Students will be able to understand the human origins of unconscious, implicit bias.
 - b. Students will be able to recognize their own implicit bias as revealed through class content and activities.
 - c. Student will be able to confront their own implicit biases and correct automatic thoughts stemming from these biases.
 - d. Students will be able to eliminate actions that previously stemmed from their implicit biases.
 - e. Students will be able to encourage coworkers, supervisors, and others to improve their interactions and to act in sensitive and appropriate ways.
 - f. Students will be able to help to create a probation culture that is consciously inclusive and free of the effects of implicit bias.
3. How our Brains are Programmed
4. Unconscious, Implicit Bias
5. The Workplace, Coworkers, Supervisors, and Management
6. Insensitive Treatment of Fellow Coworkers
7. Hiring Practices
8. Promotion Practices
9. Supervising staff
10. Dismissive Attitude Towards Certain Individuals
11. Sexual Harassment
12. Working with Offenders
13. Probation Recommendations and Bias
14. Case Management
15. Responding to a Crisis
16. Discrimination Stemming from Unconscious Bias
17. Implicit Bias and Coworkers
18. Implicit Bias and Supervisors
19. How Your Unconscious Bias Affects Your Interaction With Juvenile Offenders
20. How Your Unconscious Bias Dictates The Way You Supervise Adult Offenders
21. Review / Closing / Evaluations

*San Diego County hires an external instructor to teach this class therefore additional material is not available for review as it is not property of the San Diego County Probation Department.