

Mindful Continuing Education

Ethical Principles in Behavior Health: Implicit Bias

1. Stereotypes, prejudice, and discrimination one is aware of having is

- A. explicit bias
 - B. implicit bias
 - C. unconscious bias
 - D. organizational bias
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2. Which type of bias is often subtle and outside the person's conscious awareness?

- A. Explicit bias
 - B. Implicit bias
 - C. Conscious bias
 - D. Organizational bias
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3. What number of providers hold some form of implicit bias against a marginalized group?

- A. 1/4
 - B. 1/3
 - C. 1/2
 - D. 2/3
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4. Health professionals generally exhibit which of the following toward clients with mental illness?

- A. A positive therapeutic alliance
 - B. Person-centered care
 - C. Microaggressions
 - D. Cultural competency
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5. Disproportionate contact with the criminal justice system may be caused by implicit bias that assumes all abnormal behavior is:

- A. illicit
 - B. antisocial
 - C. intentional
 - D. dangerous
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6. People need to have what type of motivation for change to happen?

- A. internal
 - B. extrinsic
 - C. conscious
 - D. reward-based
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7. The connection between implicit biases and overt behaviors can be decreased with which type of thinking?

- A. Impartial and receptive
 - B. Conscious and deliberative
 - C. Informed and responsive
 - D. Subjective and perceptive
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8. One way to lower the chances of biases being activated is

- A. participating in appropriate professional development
 - B. maintaining relationships with ingroup members
 - C. having positive interactions with other groups' members
 - D. being more aware of specific standards
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9. Which of the following is NOT an accurate statement about the Implicit Association Test (IAT)?

- A. The IAT measures attitudes and beliefs that an individual may not be aware of or may be unwilling or unable to report
 - B. It calculates how quickly people associate different terms with each other, such as good or bad
 - C. IAT software calculates a bias score based on the reaction times needed to perform certain tasks
 - D. According to Project Implicit, the Race IAT has been taken over 3 million times and 55% of test takers demonstrate an automatic white preference
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10. In order to address institutional unconscious bias, organizations must commit to

- A. creating a culture shift
 - B. developing safe spaces for all
 - C. enforcing non-discriminatory practices
 - D. ensuring a diverse workforce
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