

Mindful Continuing Education

Implicit Bias for Social Workers

1. A stereotype helps our brain to

- A. Categorize both positive and negative characteristics of a person within a social group
 - B. Categorize only positive characteristics of a person within a social group
 - C. Categorize only negative characteristics of a person within a social group
 - D. Feel good about ourselves.
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2. Explicit bias means we are consciously aware of our bias. Implicit bias means we have _____ biased thoughts.

- A. Subconscious
 - B. Unconscious
 - C. Conscious and Subconscious
 - D. Subconscious and Unconscious
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3. Sue et. al. (2007) created a taxonomy of three microaggressions. Which of the following is NOT a part of the taxonomy of microaggressions?

- A. Microassault
 - B. Microstereotype
 - C. Microinsult
 - D. Microinvalidation
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4. Which of the following is NOT a Social Determinant of Health?

- A. Health Care Access and Quality
 - B. Neighborhood and Built Environment
 - C. Medication Quality and Affordability
 - D. Education Access and Quality
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5. If I am working one-on-one with a client, I am working with them at which level?

- A. Mezzo Level
 - B. Macro Level
 - C. Individual Level
 - D. Micro Level
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6. A community hospital's policies deny a client the ability to access a cultural healer because that hospital only practices Western Medicine techniques. This is an example of implicit bias at which level?

- A. Micro Level
 - B. Policy Level
 - C. Mezzo Level
 - D. Macro Level
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7. When addressing and recognizing our own implicit biases, this step is NOT recommended.

- A. Justifying your implicit bias.
 - B. Extending your comfort zone.
 - C. Acknowledging your bias.
 - D. Learning more about yourself.
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8. What is an appropriate way to learn about culture?

- A. Ask your client of color to teach you about their race.
 - B. Attend trainings and read peer-reviewed / evidence-based literature about cultural awareness.
 - C. Ask the interpreter to tell you about your client's race/culture.
 - D. Ask a client's family member to educate you about their loved one's cultural needs.
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9. Which of the following is NOT a way to change organizational bias?

- A. Review policies and procedures for bias.
 - B. Promote only White people.
 - C. Create norms that do not allow for bias.
 - D. Normalize the conversation around bias.
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10. Where does changing implicit bias start?

- A. With your manager.
 - B. With your client bringing it to your attention.
 - C. With you.
 - D. With your organization mandating it.
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