

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.

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

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

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

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

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

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.

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.

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.

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.
