



Behavior Webinars
Behaviorwebinars@gmail.com

General Information

Instructor: Dr. Jaime Flowers, Ph. D, BCBA, NCSP

Title: How to Recognize and Overcome Bias

BACB CEs: 3 Ethics Credit

IBAO CEs: 3 EDI Credits

QABA CEs: 3 EDI Credits

This is a text-based asynchronous course.

This course delves into the nuanced dynamics of unconscious biases that affect decision-making and interpersonal interactions in the workplace and beyond. It explores the brain's instinctual categorization processes that, while evolutionary beneficial, can lead to implicit bias when applied to human relationships. Featuring insights from Dr. Jennifer Eberhardt, a leading psychologist and author, the course provides a deep understanding of various types of biases, their consequences, and practical strategies for identifying and overcoming them. Through engaging lessons, reflective exercises, and real-world applications, participants will learn to foster a more inclusive and productive environment.

Speaker Bio

Dr. Jaime Flowers a Licensed Educational Psychologist (LEP) in California and Licensed Specialist in School Psychology (LSSP) in Texas, a Board Certified Behavior Analyst (BCBA), and a Nationally Certified School Psychologist (NCSP). Her current research interest includes behavior analytic ethics, and functional behavior analysis in schools.

Learning Objectives

1. Participants will learn to recognize different types of unconscious biases—including affinity, confirmation, and perception biases—and understand how these biases are formed and perpetuated in both personal and professional contexts.
2. Learners will analyze the effects of unconscious biases on workplace dynamics, decision-making, and interpersonal relationships, understanding how these biases can undermine diversity, equity, and inclusion efforts.
3. Participants will be equipped with practical tools and techniques to challenge and reduce their own biases, such as perspective-taking, counter stereotypical imaging, and creating accountability systems within their teams and organizations.

Course Schedule

<i>Lesson 1</i>	Introduction
<i>Lesson 2</i>	Unconscious Bias: When Our Brain Gets in the Way
<i>Lesson 3</i>	Recognizing 5 Types of Unconscious Bias
<i>Lesson 4</i>	The Consequences of Bias
<i>Lesson 5</i>	Check Your Understanding
<i>Lesson 6</i>	How to Overcome Unconscious Bias
<i>Lesson 7</i>	Summary
	Final Quiz



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Evaluation and Assessment

Participants must score 80% or better on all quizzes and exams. Participant also must turn in all assignments and respond to all discussion boards. Participants will have multiple opportunities to complete these activities if the first attempt is not satisfactory.