

PA PQC Team Survey: Regional Trainings on Implicit Bias and Racial Microaggressions and the Impact on Maternal Mortality Disparities

Overview:

The PA PQC will coordinate with AccessMatters to help organize a limited number of regional trainings on implicit bias and racial microaggressions and the impact on maternal mortality disparities. Please see the back page for a description of this training.

The intent of this survey is to gauge initial interest in these trainings to initiate the planning process. If you answer yes to question 2, the PA PQC staff will be in touch with your team's Administration Champion to talk further about questions 3 and 4. Responding to this survey does not commit your organization to participate in the trainings.

These trainings will occur in 2020 before June 30. Each training takes two full days (7 hours per day), and they can be scheduled back to back or a few weeks apart. Up to 40 people can attend each training. There are a limited number of trainings available.

Please drop the completed survey off at the registration table.

Team Survey:

1. Please write the name of your PA PQC Hospital, NICU, or Health Plan:
2. Would your PA PQC team like to participate in this training series by AccessMatters?
(Yes / NO)
3. Approximately how many individuals from your organization would participate?
4. What month(s) or date(s) would you prefer to do the trainings?

AccessMatters

Training: Cultivating Awareness of Implicit Bias and Racial Microaggressions

In this keystone training, participants are introduced to ways in which implicit racial bias can cause a negative impact on interpersonal relationships and workplace wellness within their organization. This training uses the framework of microaggressions, which are social exchanges that often seem harmless but actually have detrimental psychological and physiological effects on people of color. It uses adult learning theory and a combination of affective and cognitive teaching strategies to keep participants engaged.

Facilitators will guide participants through effective recognition of racial microaggressions and the way they may play out in the workplace setting, taking into account power dynamics within the organization's hierarchy. Through lecture, large group activities, and small group discussions, participants will develop scripts and hone their communication tools to reduce instances of racial microaggressions in their encounters with colleagues and clients. This training will be customized for optimal relevance to organization-specific client interactions and typical experiences in your field of expertise. Participants will also practice implementation of AccessMatters' reparative response model entitled "CPR: The Racial Microaggressions Reparative Response Model."

As part of this training, participants will complete organizational inventories, identifying areas for improvement at their workplace. Results of those inventories, along with results of the training evaluations, will be provided to organizations after the training to help prioritize action steps.