



## Recognizing Bias and Fostering Healthy Communication Course

### Program Contacts:

For content-related questions, please contact:

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## Course Description

Engaging in and fostering healthy communication in our work can be challenging when talking about difficult or controversial topics. Recognizing Bias and Fostering Healthy Communication will provide foundational knowledge in recognizing personal bias and its effect on your interactions with children, families, and team members. This course will also discuss strategies that can be useful when engaging with others in challenging conversations.

It is important to understand both how our own bias affects our decision-making and how to intervene when our colleagues are leading with bias while making important decisions. These decisions have real life consequences for the children and families that we serve.

## Course Objectives

Students who complete this lesson successfully will:

- Develop an awareness of your own biases through an interactive activity.
- Identify at least three types of bias that may show up in your work.
- Identify at least three strategies to challenge bias in your work.



## Course Format

The course content will be delivered through the Midwest Regional CAC's eLearning Portal where students will have access to all course materials and resources. The course will take approximately 30 minutes to complete.

## eLearning Portal Access

### Before you start the course lessons:

- Look through the course page to familiarize yourself with the technology and course content.
- Read the course syllabus and contact the [MRCAC Program Manager](#) if you have any questions or concerns.
- Review the blue tabs across the top of the course page in the learning management system.

### What technical recommendations are there for my computer?

For Windows computers, we recommend that you run at least Windows 7 or newer. For Macs we recommend that you run at least OSX 10.10 (Yosemite) or newer. You also need the ability to open pop-up windows and download PDF files.

### What browser should I use?

We recommend that you use either Google Chrome, Internet Explorer 10 or higher, Firefox, and/or Safari with Flash enabled. The eLearning Portal does not always function optimally with other browsers, and we cannot guarantee that features will work as expected. Please consult with your employer on how to download one of the above-named browsers.

### Where do I access required course materials?

All required course materials are posted within the course page in the eLearning Portal.

### Finishing the course:

To receive your Certificate of Attendance you must complete the online course and complete a course evaluation. You will be directed to the course evaluation after completing all course requirements.



Any students with disabilities or other special needs who need special accommodations in this course are invited to share these concerns or requests with the course coordinator. Please contact Midwest Regional CAC at [sara.lee1@childrensmn.org](mailto:sara.lee1@childrensmn.org) as soon as possible after registering for the course.

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