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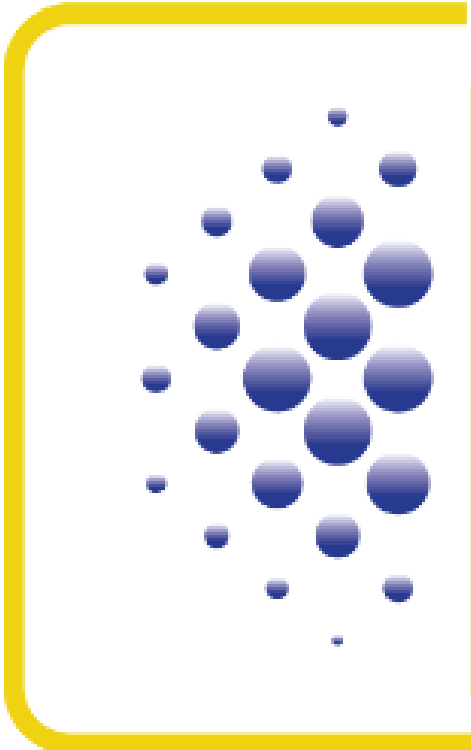
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Understanding Addiction-Related Implicit Bias

May 26, 2021

Presented by:

Dr. Anjali Nandi, PhD, MAC, LAC



BJA's

Comprehensive Opioid, Stimulant, and Substance Abuse

Program

Webinar Disclaimer

This project was supported by Grant No. 2019-MU-BX-K031 awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the U.S. Department of Justice's Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, the Office for Victims of Crime, and the SMART Office. Points of view or opinions in this document are those of the author and do not necessarily represent the official position or policies of the U.S. Department of Justice.

Pre-Webinar Information



Google Chrome is recommended for your best listening and viewing experience.



Participants will be muted for the duration of the webinar. Submit your questions via the question box in the control panel.



Presentation slides, instructor bios, and corresponding resources can be found in the Handouts section of the control panel.

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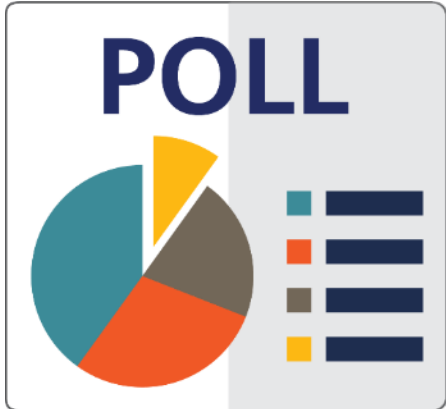
Post-Webinar Information

- A recording of this webinar will be available in the coming weeks at www.NCJTC.org.
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Poll Questions

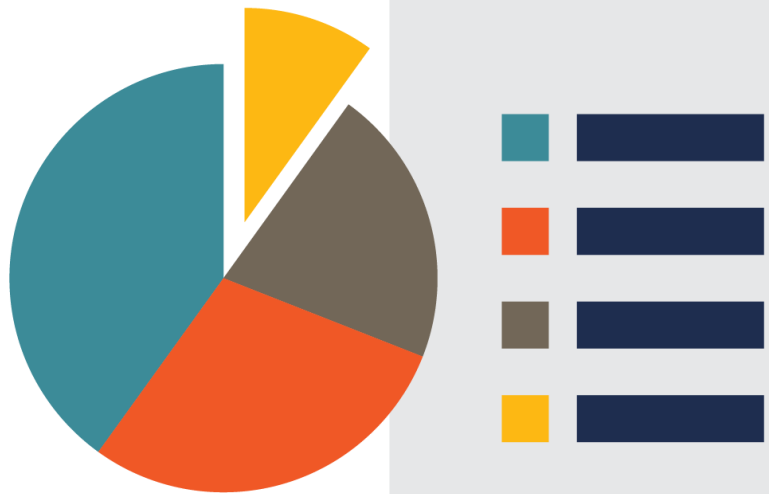
Poll questions may be asked during the webinar.

This is your time to weigh in with your thoughts.



Please respond promptly; polls are open for a short period of time.

POLL



Which of the following best describes your role?

- Victim Services/Victim Advocate
- Probation/Community Corrections
- Law Enforcement
- CAC, Social Worker, Mental Health
- Other



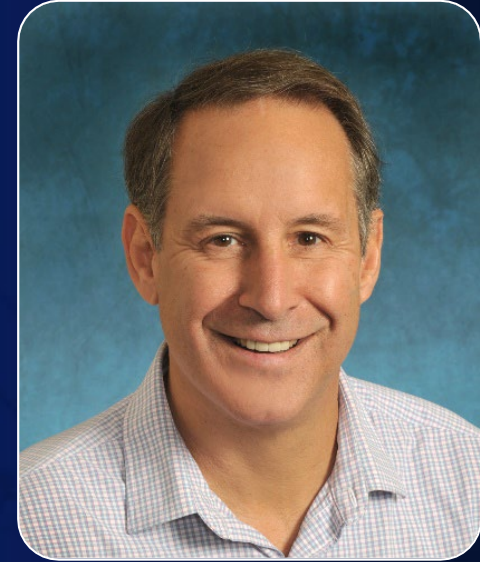
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Kevin Mariano
Project Coordinator, NCJTC
Panelist



Justine Souto
Program Manager, NCJTC
Panelist



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Program Manager, NCJTC
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Learning Objectives

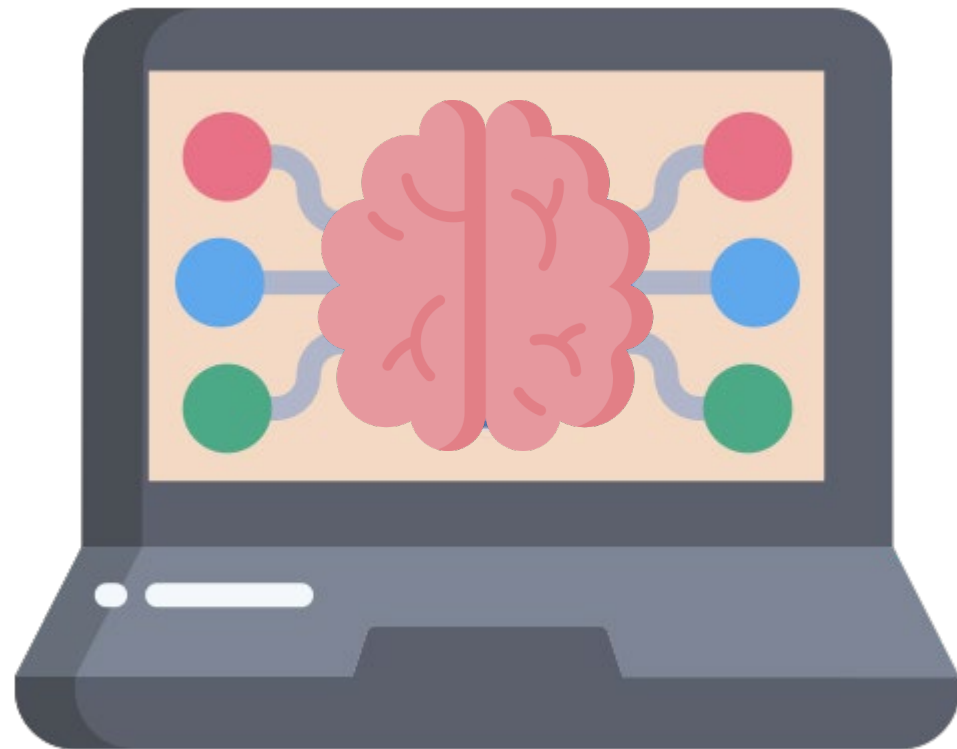
- ✓ Understand what implicit bias means and how it impacts our behavior.
- ✓ Understand the neurological basis of bias.
- ✓ Develop awareness with some of our own implicit biases.
- ✓ Explore ways to manage our biases and our resulting actions.



Challenge your thinking
and increase your
awareness.

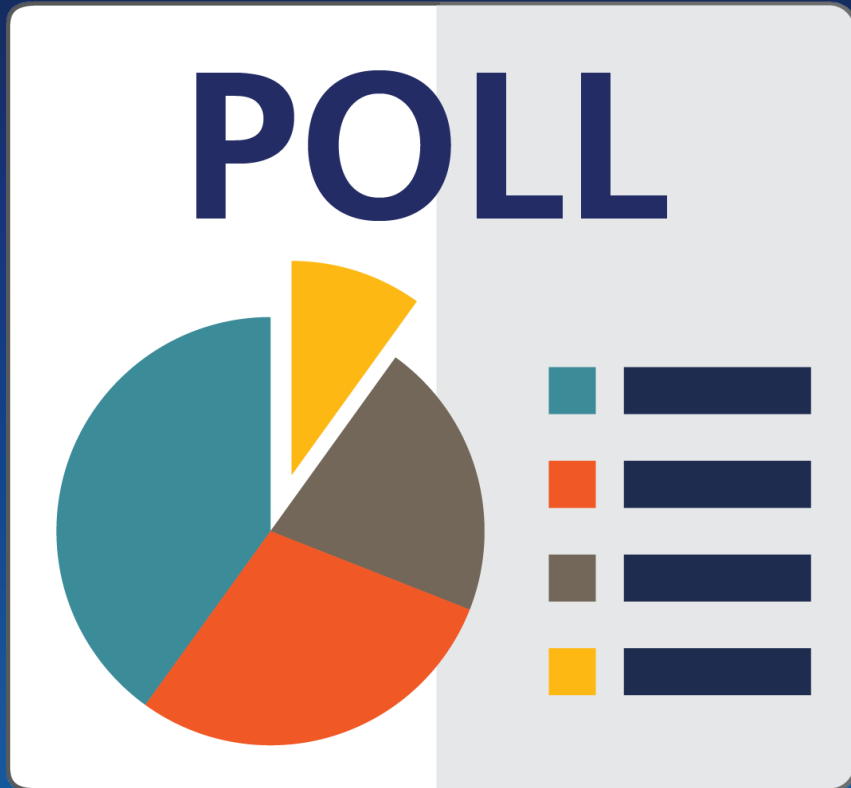


Allow yourself to
be surprised.



Not Your Regular Diversity Training...

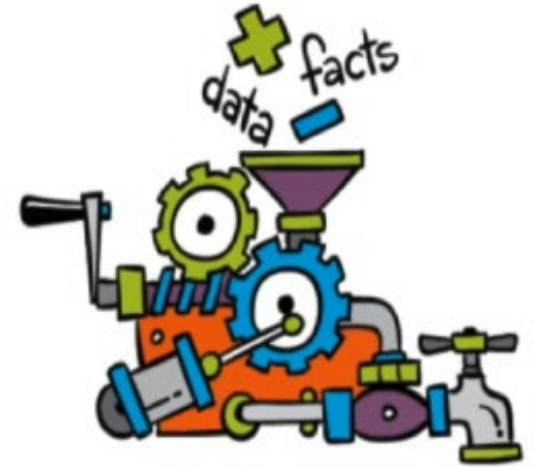
- Implicit bias
- Neuroscience
- Heuristics
- Confirmation bias



What is one misconception you frequently hear about people struggling with addiction?

- If they really wanted to, they could stop using
- They are selfish and prioritize themselves over their family
- They have no self-control
- They always lie and manipulate

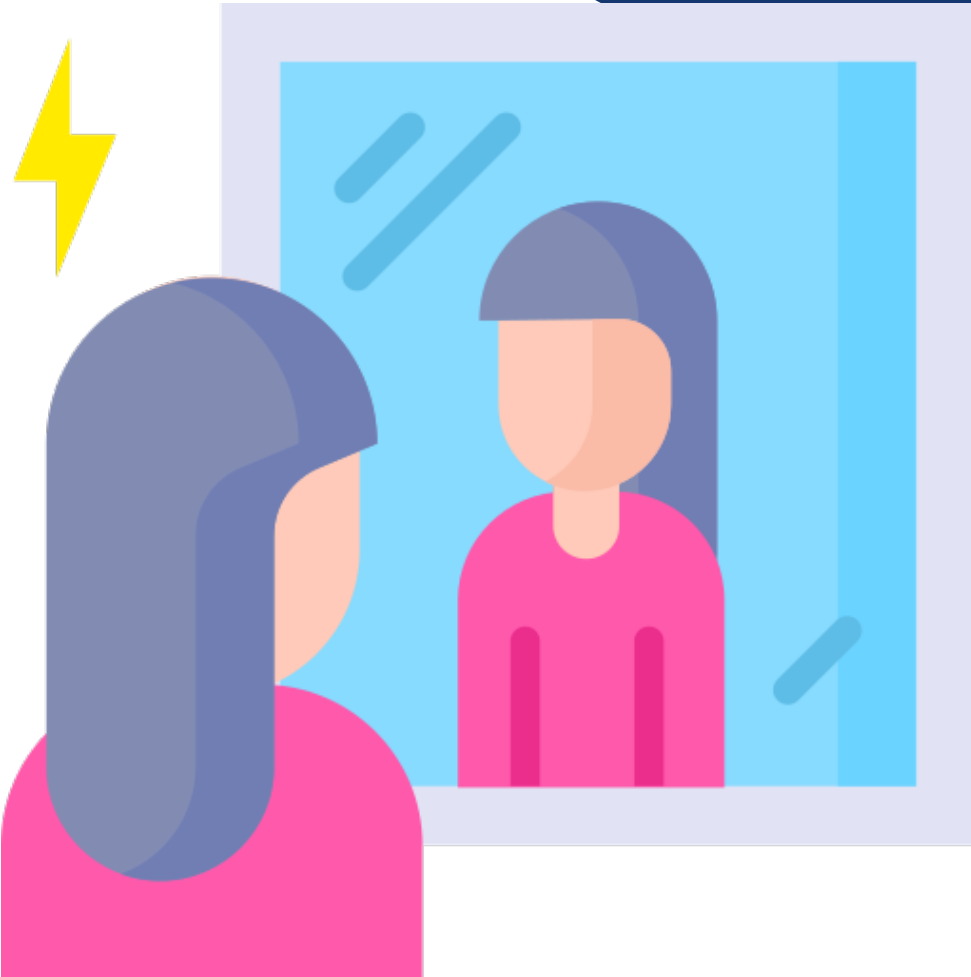
Conscious Brain



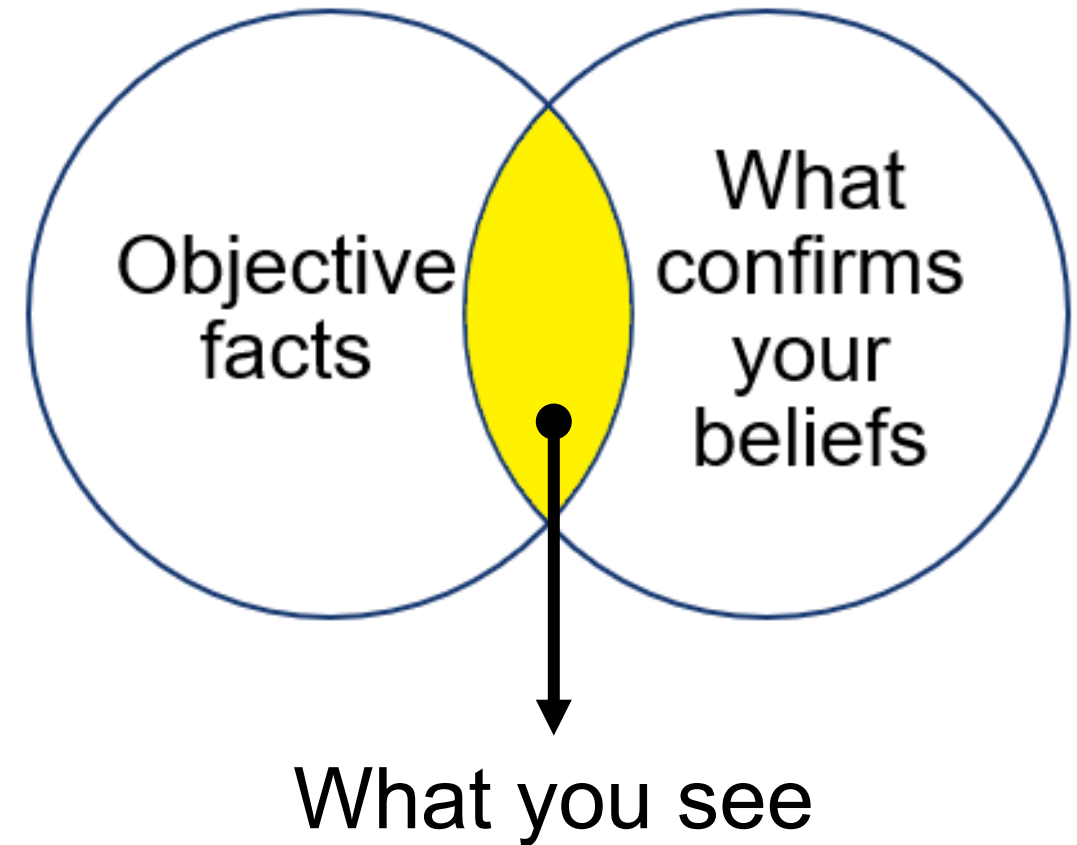
Unconscious Brain



Affinity Bias



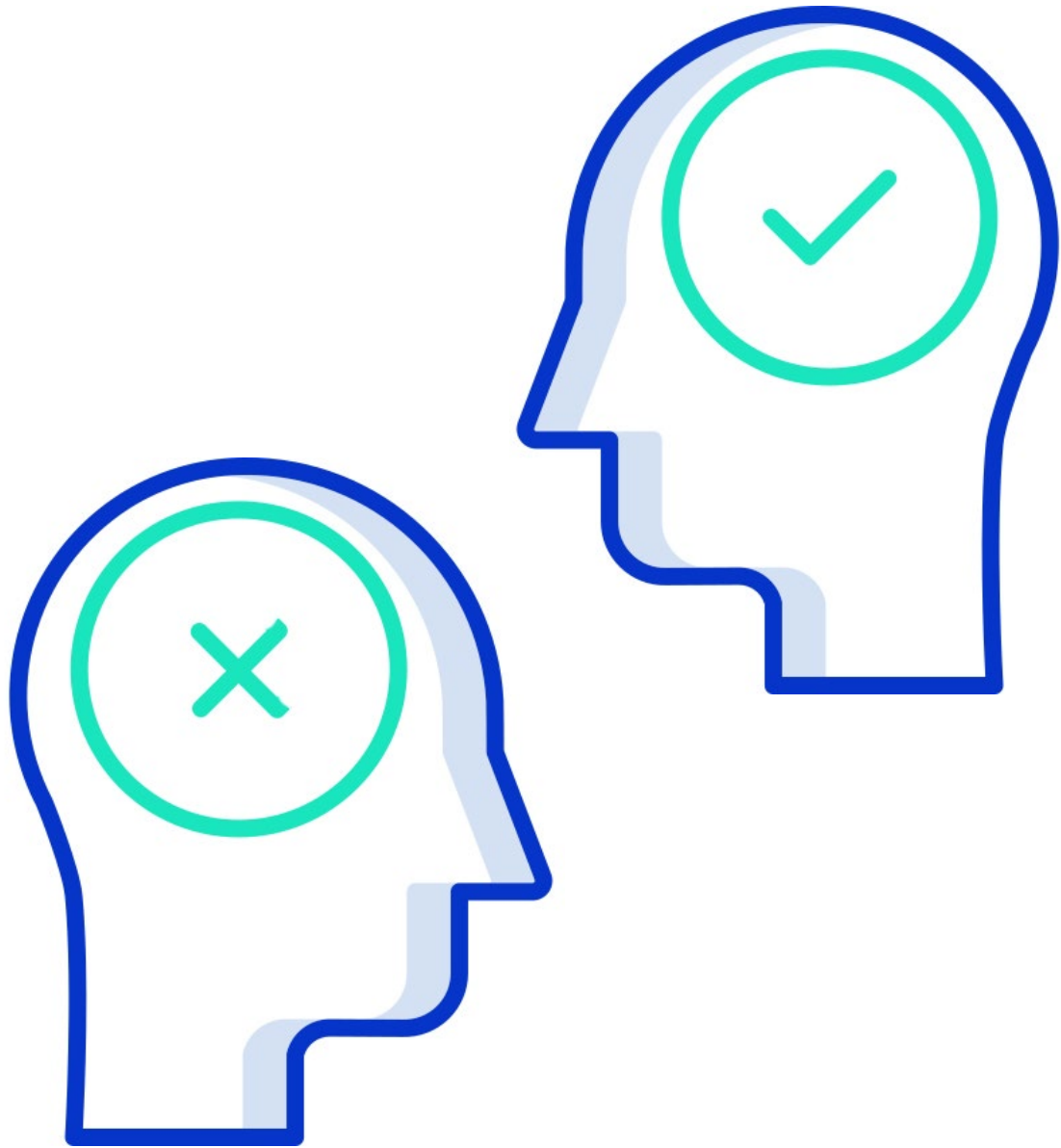
Confirmation Bias



Basic Needs

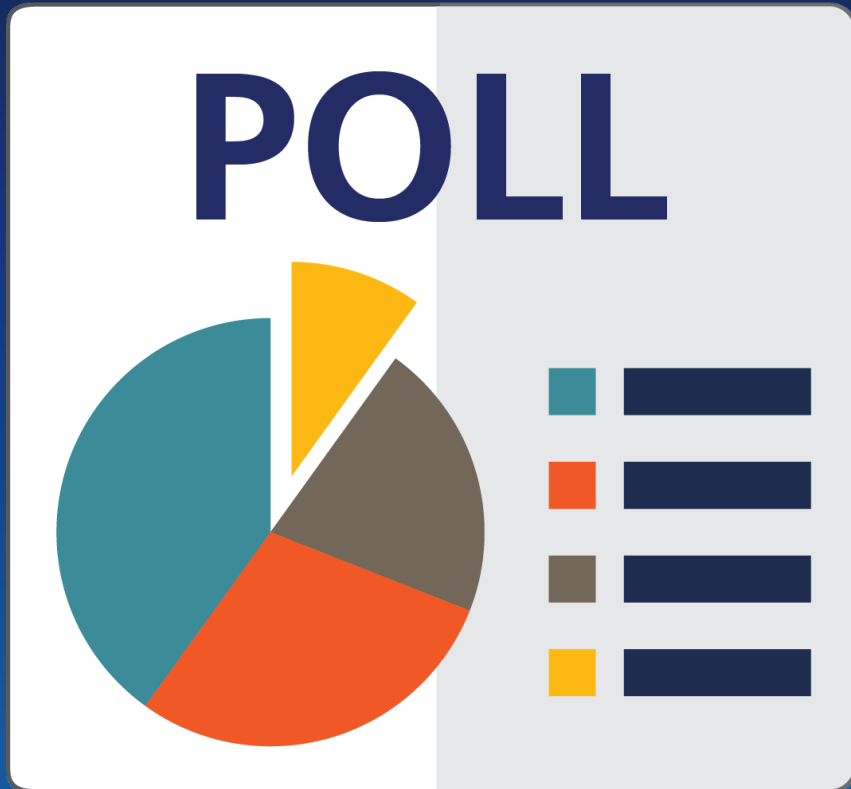
- ✓ To be seen
- ✓ To belong





Levels of Bias

- Individual and interpersonal
- Team dynamics
- Organizational culture

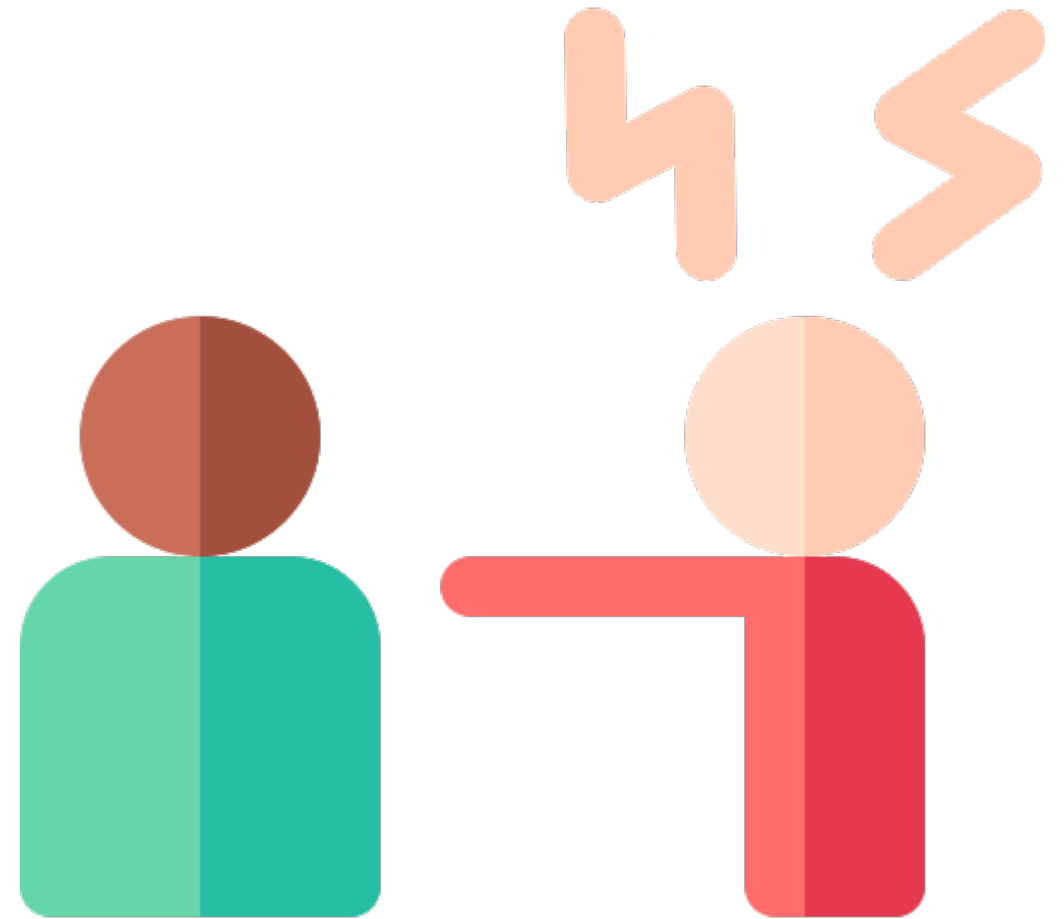


How prevalent are organizational biases where you work?

- Extremely
- Very
- Somewhat
- Not really
- Not at all

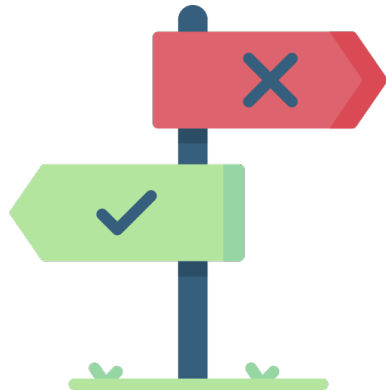
Understanding Terms

- ✓ Privilege (earned versus unearned)
- ✓ Bias, Prejudice, Discrimination
- ✓ Systemic oppression
- ✓ Othering
- ✓ Microaggressions
- ✓ Intersectionality





**The effect of being triggered:
Heightened awareness of bias**

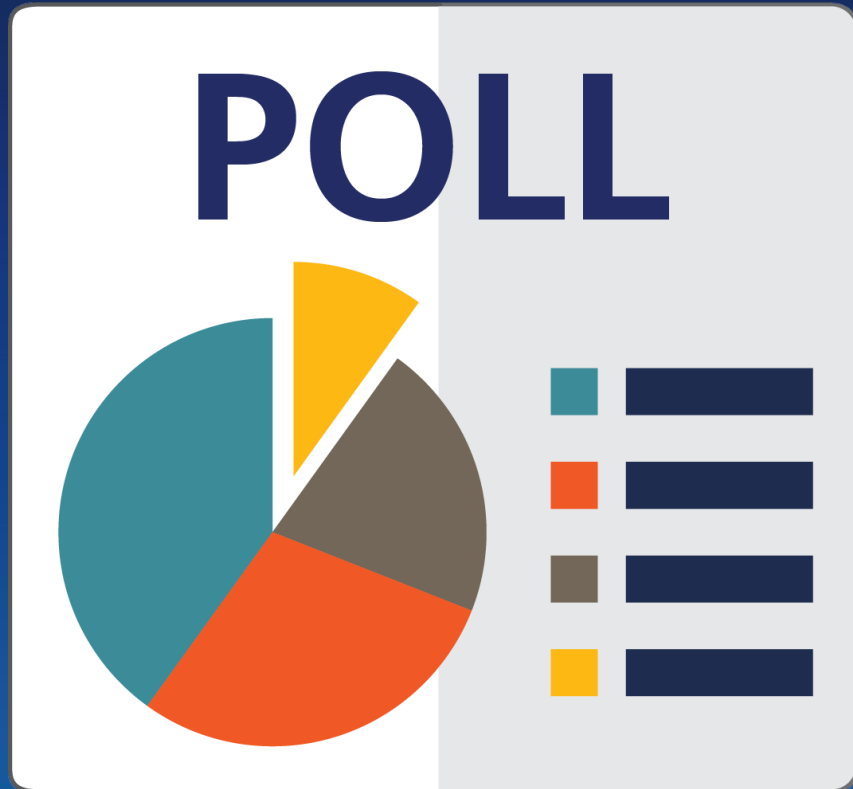


**Getting beyond
the good/bad binary**

Intention versus Impact:

- ✓ Stay curious and engaged
- ✓ First, work to understand
- ✓ Then, express your understanding of THEIR perspective
- ✓ Apologize



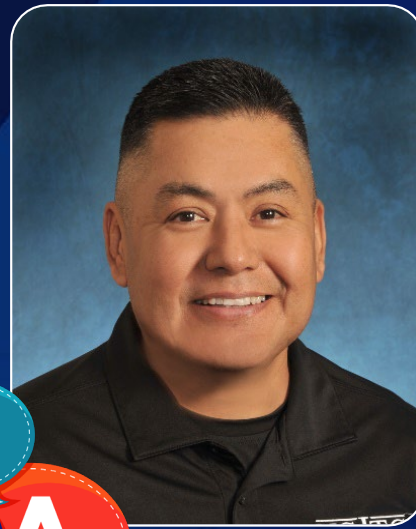


The unchallenged brain is not worth trusting. What might you do to challenge your biases?

- Expand my in-group
- Challenge my automatic associations
- Have uncomfortable conversations
- Exposure to counter-stereotypes

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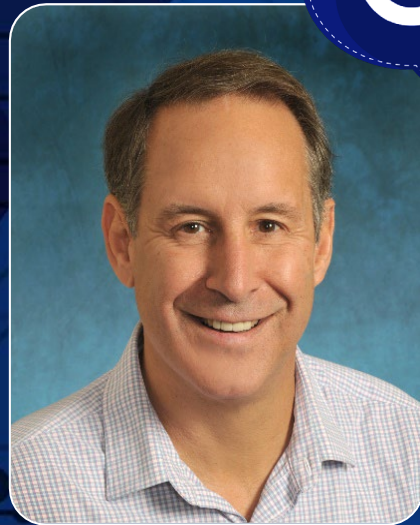
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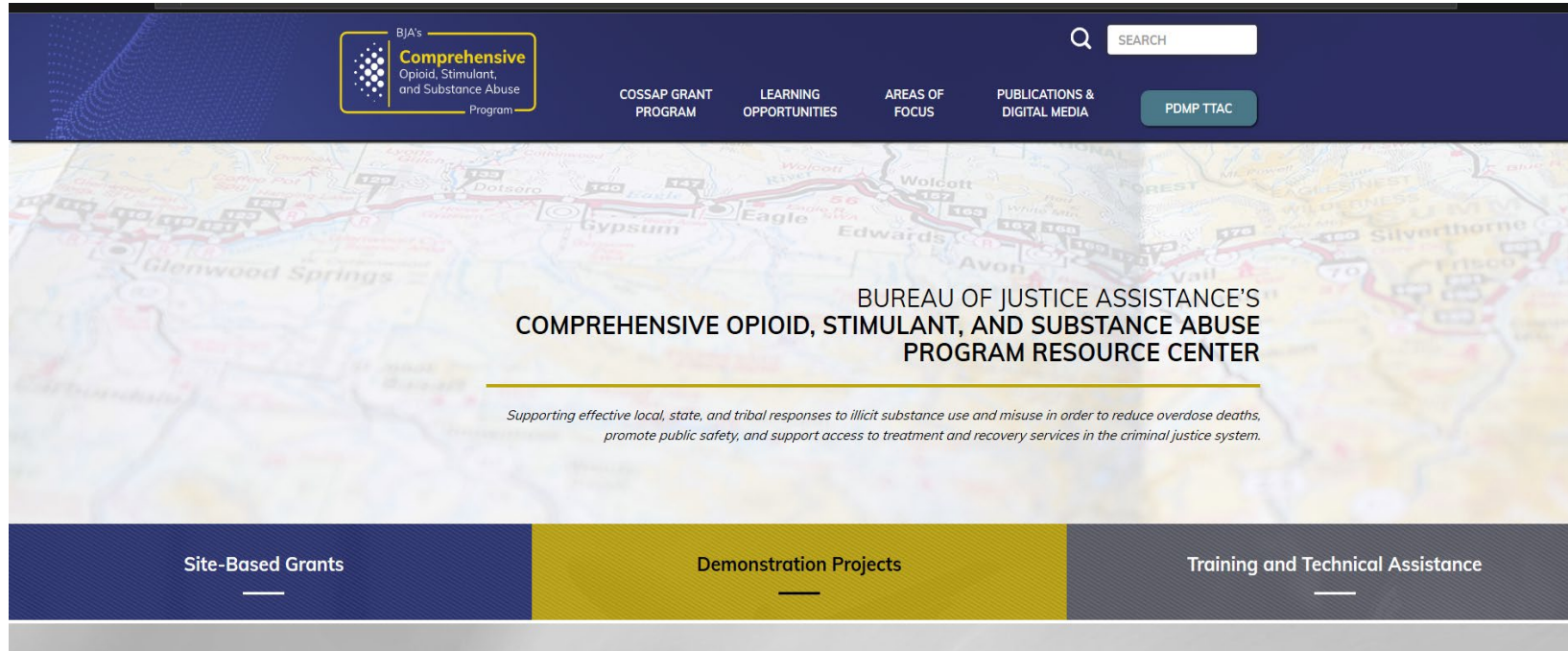


National Criminal Justice Training Center of Fox Valley Technical College

Upcoming Training & Technical Assistance Opportunities

Watch your inbox and visit www.ncjtc.org/iasaptraining to view upcoming webinars and live online instructor-led trainings.

Bureau of Justice Assistance's Comprehensive Opioid, Stimulant, and Substance Abuse Program (COSSAP) Resource Center



www.cossapresources.org

COSSAP Resources

Tailored Assistance — The COSSAP training and technical assistance (TTA) program offers a variety of learning opportunities and assistance to support local, tribal, and state organizations, stakeholders, and projects in building and sustaining multidisciplinary responses to the nation’s substance abuse crisis. ***You do not need to be a COSSAP grantee to request support.*** TTAs are provided in a variety of formats, including virtual and in-person training events, workshop and meeting presentations, and online resources. Request TTA to support your activities at <https://cossapresources.org/Program/TTA/Request>.

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COSSAP Webinars — All COSSAP webinars are recorded and made available online at <https://www.cossapresources.org/Media>.

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