**Implicit Bias and Respectful Care Training Resources**

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| **Tier/Type of education process** | **Resource/ tool available** | **Targeted staff** | **Brief description** |
| **Tier 1:** Free and scalable maternal health focused equity and bias e-module trainings for independent completion | [Diversity Science](https://www.diversityscience.org/training/equal-perinatal-care/) (ILPQC access link coming summer 2021) | All staff | Three e-modules focused on implicit bias and reproductive justice. Option to integrate into hospital learning management systems through ILPQC access |
| [The Office of Minority Health: Think Cultural Health](file:///C%3A%5CUsers%5Cpal094%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CWUM1H92K%5CILPQC%20Think%20Cultural%20Health%20Information%20Sheet_FINAL.docx) | All staff | Four e-modules focused on Culturally and Linguistically Appropriate Services (CLAS) in maternal health care |
| **Tier 2:** Presentations with discussion to facilitate buy-in | ILPQC Grand Rounds Slide Set and Speakers Bureau  | Provider/Admin. Buy-in  | Available for grand rounds, OB provider meetings, Town halls, etc. to provide an opportunity for small group discussions to facilitate buy-in among OB providers and administrators |
| **Tier 3:** Tools to facilitate feedback among providers and staff and communication between providers and patients  | [Inequity Inbox](https://ilpqc.org/ILPQC%202020%2B/Birth%20Equity/Feeback%20Option%20%28BE%29.PNG) (example from Massachusetts General Hospital OB department) | All staff | Example of a strategy used by an OB department to provide opportunity for anonymous feedback of workplace environment and patient interactions to improve equity  |
| [Professionalism: Microaggression in the Healthcare Setting](https://ilpqc.org/ILPQC%202020%2B/Birth%20Equity/Professionalism__microaggression_in_the_healthcare.12.pdf) (racial microaggressions) | All staff | Article provides strategies for health care professions to use to address microaggressions when they come up in day-to-day interactions with other healthcare professionals. |
| [Addressing the Elephant in the Room: Microaggressions in Medicine](https://ilpqc.org/ILPQC%202020%2B/Birth%20Equity/Molina_Addressing%20Micoragressions%20in%20Medicine.pdf)(gender and race microaggressions) | All Staff | Article describes common microaggressions at the intersection of gender and race and strategies providers and staff can use to respond to them. |
|  [Protecting your birth: a guide for black mothers](https://www.nytimes.com/article/black-mothers-birth.html?searchResultPosition=1) (and OB care team)  | OB care team | Guide on how racism / bias can impact pre- and postnatal care and ideas to facilitate optimal patient-provider communication and promote respectful care |
| Other Supportive Resources | [CDC Hear Her Campaign](file:///C%3A%5CUsers%5Cpal094%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CWUM1H92K%5CILPQC%20CDC%20Hear%20Her%20Information%20Sheet_FINAL_w_Links.docx)  | All staff  | Resources to raise awareness of life-threatening warning signs during and after pregnancy and improve patient-provider communication, including patient story videos and discussion tools |
| Perinatal Quality Improvement [Speak-up Against Racism Training](https://urldefense.com/v3/__https%3A/ilpqc.org/ILPQC%2A202020%2A2B/Birth%2A20Equity/SPEAK%2A20UP%2A20Program%2A20Overview.%2A20Feb%2A202020.%2A20Final%2A20V2%2A20%281%29.pdf__;JSUlJSUlJSUlJSU!!Dq0X2DkFhyF93HkjWTBQKhk!DjWjICq28Xpn1EWa4bxidPwD2cd-hHjjOAAk2VbNOyKQ0Z4_zzW02r0pr1d8_lYNDj96_QgUzwIkILA$) | Birth Equity QI team leads  | ILPQC will provide access for one member per QI team to this live antiracism training for health professionals (date TBD) |
| [Harvard Project Implicit Association Test](https://urldefense.com/v3/__https%3A/implicit.harvard.edu/implicit/takeatest.html__;!!Dq0X2DkFhyF93HkjWTBQKhk!DjWjICq28Xpn1EWa4bxidPwD2cd-hHjjOAAk2VbNOyKQ0Z4_zzW02r0pr1d8_lYNDj96_QgUzYBtdaQ$) | All staff | Test to check implicit bias before participating in equity training and/or the health care hiring/candidate selection  |