

I really enjoyed my first training with *Hollaback!* about stopping harassment of LGBTQIA+ individuals. I wanted to explore other trainings, specifically training to address implicit bias, since most of their trainings focus on addressing explicit bias and harassment. While it is important to have the skills to intervene when we see harassment of minority or marginalized groups, it is equally important to address our own biases and mitigate their expression in our lives. In our first semester in the program, we talked extensively about implicit bias both through summer book discussions and course material. I thought additional training on implicit bias would refresh my memory, help me learn more about bias, and allow me to explore strategies to mitigate my own biases.

The second *Hollaback!* training I completed was 8 Tools To Mitigate Implicit Bias. The stated mission of this training was to provide participants tools to mitigate the impacts of their own implicit biases. The training provided information about what implicit biases are and how they are formed, which I was familiar with from my previous learning experiences. The training also emphasized self-reflection as a means to become aware of, examine, and act against our own biases. The training provided several opportunities for self-reflection through polls and discussions about biases that we hold as well as how bias has impacted our lives. Finally, the training provided 8 strategies that participants can use to mitigate their own implicit biases. The strategies included self-awareness, asking questions instead of making assumptions, seeing the whole human, reducing stress, imagining yourself in another's shoes, resolving disagreements, preemptively deciding on decision making criteria, and exposure.

Several of the specific strategies to combat implicit bias resonated with me. I think self-awareness is the truly the first step to addressing implicit biases. One quote that stood out to me in the training was "awareness leads to choice," meaning that once we are aware of biases we can choose to prevent them from impacting our actions. Another strategy I found helpful was asking questions instead of making assumptions. The training brought to my attention that implicit biases including making associations and assumptions that can eventually impact our actions. By preventing ourselves from relying on assumptions when interacting with individuals, we can automatically change our actions toward those individuals and mitigate the affects of implicit bias. I also liked how the training explained the role of stress in exacerbating implicit biases, and how important stress management is. The training states that stress can prevent our brains from effectively examining our own thoughts and checking our actions, which may result in the expression of implicit biases. By reducing our stress, we are able to be more self-aware and proactive in controlling our biases. Finally, I liked the strategy of focusing on the individual and their personal attributes, rather than letting stereotypes fuel biases. This strategy reminded me of that put forth in *Taking on Diversity: How We Can Move from Anxiety to Respect* by NC State professor Rupert W. Nacoste, which was the subject of one of my second year DEI reflections. These four specific strategies will likely be my go-to strategies for mitigating bias in my own life.

Overall, I thought this training was extremely valuable and provided me a lot of specific strategies to manage my own biases. These strategies will ultimately help me grow as an individual, ally, and clinician. I would definitely recommend this training to other individuals who are seeking to learn more about their implicit bias and strategies to improve themselves.