Introduction:

For my creative work, I've been working on making an interactive online implicit bias training, "We All Have Implicit Bias." The topic was inspired by Black Lives Matter movement. After I read a lot of articles and news about the movement and reflected on my own experience as a minority—a woman, Asian American, and first-generation immigrant, it became evident to me that implicit bias is still a necessary issue to be discussed in many places including schools. Therefore, I decided to create an online training for K-12 teachers and administrators.

Training Content:

The "We All Have Implicit Bias" program is divided into three modules. The first module introduces the teachers to the basics of implicit bias in school environments and how to mitigate them. The second module focuses on microaggression, an outgrowth of implicit bias, and talks about impacts and strategies for responding to microagression. The third model is based on microaffirmation, an opposite concept of the microaggression. It discusses the types and impacts of microaffirmation and teaches various strategies to use in the classroom and school. Considering distance learning is becoming a part of our normal lives, I will include the contents about online learning environments in each module.

Learning Strategies:

This training uses a few learning strategies to support a better learning experience. I have included scenario-based interactive throughout the course to keep the learners engaged and give the learners a sense of reality by immersing it in a real-like situation. In order to ensure that the learners are comprehending and gaining knowledgeable information throughout the training, there are a few knowledge check questions after each section to evaluate the learner's progress. These sections are not graded, yet the questions provide feedback stating if they are correct or on the right track to selecting the correct answer. The questions in the final assessments will be multiple choices and true or false which are accessible for all learners and they will cover the three modules fairly.

Development Phases:

I've been creating a storyboard using Google Slides. The storyboard includes audio strip, visual elements, interaction, and branching that I will need when I build a prototype in a later phase. It allows me to critique specific sections and categories in order to improve the effectiveness of the overall training. In addition, it works like a template so I've worked on making a color choice, font, and flow. After this phase, I will get feedback from subject matter experts and will develop the training using either Articulate 360 or Adobe Captivate. Both of them are well-known software to develop training and workshop that allows creating accessible projects.

Course Modules:

Module 1. Implicit Bias:
The first module introduces implicit bias. It starts off by explaining what implicit bias is and why it matters to them. Then, it covers real-world implications and ways to mitigate the implicit bias. Through an interactive activity and explainer videos, learners will understand what implicit bias is and learn how they can mitigate the implicit bias in the classroom and school.

Module 2. Microaggression:
Microagression is the second module that is introduced. In this module, the learners will get to know different types and forms of microaggressions and learn strategies to respond to microaggression in the classroom using scenario-based examples.

Module 3. Microaffirmation:
The third module is microaffirmation. It is small acts that foster inclusion, listening, comfort, and support for people who may feel isolated or invisible in an environment, a positive strategy to prevent microaggressions. In this module, the learners have the opportunity to learn all about microaffirmation including definition, types, impacts, and strategies to integrate communication frameworks.