

# Crawford Bias Reduction Theory & Training

**Thursday, March 19th, 2020  
9:00am-5:00pm**

**110 East Gun Hill Road  
Bronx, NY 10467**

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*Have you ever attended a multicultural training and come away feeling frustrated, lectured to, blamed/shamed, misunderstood, or angry?*

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*Have you ever attended a multicultural training which talked about models and definitions but walked out not understanding how to apply them in everyday work and life situations?*

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Historically, multicultural trainings have focused on teaching individuals about diverse groups. More recently, these trainings have also focused on concepts such as implicit bias, cultural humility, white privilege, internalized oppression, and microaggressions.

While understanding these concepts are crucial to becoming culturally competent, knowledge alone is insufficient.

The next phase of multicultural trainings calls for trainers to offer concrete skill development that can be implemented in fast-paced settings such as community behavioral health clinics, hospitals, primary health care settings, retail, and schools. Furthermore, skills need to be systematic and able to be implemented when experiencing elevated levels of emotions that are often accompanied with processing cultural bias, prejudice, and racism.

Finally, training participants must be provided with a training environment that fosters respect and safety yet inspires authenticity and in-depth extracting out of cultural biases, prejudices, and racism that folks are so often shamed into concealing.

The Crawford Bias Reduction Theory & Training provides a systematic approach to reducing biases, in a non-judgmental and positive environment.

## **Participants will learn:**

- About the factors that have contributed to the development of their own prejudice, biases, and racism
- How to identify when they are triggered by culture-related content
- Techniques to decrease, regulate, and cope with their own biased reactions

# **Continuing Education Credits** **CME, APA, & Social Work CEUs**

## **Accreditation Statement**



In support of improving patient care, Albert Einstein College of Medicine-Montefiore Medical Center is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

## **Credit Designation Statements**

Albert Einstein College of Medicine-Montefiore Medical Center designates this live activity for a maximum of 6.25 *AMA PRA Category 1 Credits*<sup>™</sup>. Physicians should claim only credit commensurate with the extent of their participation in the activity.

## **The Montefiore Social Work Academy**

*The Montefiore Social Work Academy* is committed to providing high quality and engaging continuing education workshops for social workers in the New York State area. Our programming is intended to advance the practice of social work professionals by providing a robust offering of workshops. These workshops aim to increase skills and knowledge in clinical practice with varied specialty populations, train participants on in-demand evidenced based treatments, and review practical theoretical applications to agency and private practice settings. All offered workshops are selected with the intention to optimize patient care experiences and enhance the professional development of attendees. Social Work core values of social justice, being of service, and recognizing the dignity and worth of all people are the underpinnings of the Montefiore Social Work Academy's curriculum and program development.

*The Montefiore Social Worker academy* instructors are comprised of an interdisciplinary team of licensed mental health professionals and educators with expertise and specialization on varied topics within the field of psychiatry and behavioral sciences. Courses are selected to be aligned with the professional interests and local educational needs of the Montefiore social work community. All workshop programs are reviewed by a social work administrator to ensure compliance with Social Work Professional and Ethical standards.

## **Objectives**

- Discuss the history and utility of prejudice, racism, and bias in the medical settings.
- Assess the origins of personal prejudice, racism, and bias.
- Identify when it is appropriate to pause and reflect personal triggers, in order to suspend initial judgments and consider a broader perspective.
- Review the LET-UP framework with the intention of reducing bias and identifying ways to effectively improve clinical and professional interactions.

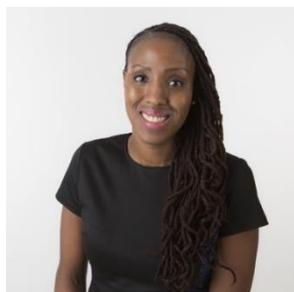
# **Crawford Bias Reduction Training & Theory (CBRT): Awareness, Identification, and Reduction of Bias, Prejudice and Racism**

**Presented by Dr. Dana E. Crawford**

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## **Quotes from Previous Participants**

- "I feel more prepared to address some of the difficult/challenging/ vulgar/ disrespectful language that I hear our adolescent clients use."
- "Most of workshops that talk about models and definition do not make them applicable or palpable. Yours was the exact opposite—carefully crafted from the content to pictures to music to demonstrations. Overall, however, outstanding job! You've given me tons to chew on and to use with my future students & supervisees."
- "This was a responsibly and sensitively conducted workshop. You were clear, engaging, informative and created a 'safe space' to discuss cultural issues that are often difficult to talk about."
- "Fantastic! The best multicultural/diversity competency training I've attended - hands down. Very authentic, specific, and engaging. I will highly recommend to others."
- "This is the best training I've been to on multiculturalism in the last 15 years! Thank you, keep doing it just the way you are doing it. Inspirational, I am a better person"
- "This should be mandatory training for all clinicians!"
- "Thanks for not shying away from eliciting actual responses; that is so valuable. I will be processing this for a long time. I think you hit a good balance of pushing, while at the same time being safe + sensitive."



## **Faculty Biography**

Dr. Dana E. Crawford is a pediatric and clinical psychologist. She is currently the Director of the Trauma-Informed Care Program at Montefiore Medical Group. Dr. Crawford holds a joint appointment as an Assistant Professor in the Departments of Pediatrics and Psychiatry & Behavioral Health Sciences at Albert Einstein College of Medicine. She is also the developer of the Crawford Cultural Bias Reduction Theory/Training. Finally, she has a thriving private practice in Manhattan, New York. She has certifications in medical hypnosis and biofeedback. She has treated patients with high incidences of trauma in Philadelphia, Cincinnati, New Orleans, San Antonio, and New York. Dr. Crawford is a graduate of Howard, Temple, and Miami Universities and has degrees in the areas of nursing, counseling, African-American studies, psychology, and the arts. Finally, she completed her pediatric psychology residency at Tulane University School of Medicine, a two-year clinical fellowship with the United States Department of Defense, and a two-year fellowship with the Center for Early Connections at Tulane University.



# Crawford Bias Reduction Training & Theory (CBRT): Awareness, Identification, and Reduction of Bias, Prejudice and Racism

Thursday, March 19, 2020

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## REGISTRATION FORM

Name \_\_\_\_\_  
*First M.I. Last Name Degree*

Affiliation \_\_\_\_\_

Mailing Address \_\_\_\_\_ City/State \_\_\_\_\_ Zip \_\_\_\_\_

Daytime Telephone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

Special Dietary Needs:  Kosher  Vegetarian  Gluten Free  Other \_\_\_\_\_

### REGISTRATION FEES (Ask about group rates)

- Full-Day Attendees: \$ 395.00
- Einstein/Montefiore Staff: \$ 195.00
- Trainees: \$ 95.00

### REGISTRATION METHODS

- Online** please visit <https://www.eeds.com/live/853807>
- E-mail** completed form to *Jayxa Alonzo* at [jalonzol@montefiore.org](mailto:jalonzol@montefiore.org)
- Mail** completed registration form **with payment** to  
ATTN: Miguelina German  
200 Corporate Boulevard South, Suite 175  
Yonkers, NY 10701

### PAYMENT TYPES

**Check:** On your memo line, please write "**Pediatric BHIP MMG**"

**Credit Card:**  Visa  MasterCard  American Express  Other \_\_\_\_\_

Card Number	Expiration Date & CCVC
Signature	Name of Card Holder

### CANCELLATION POLICY

\$100 Cancellation Fee. Request for refund MUST be received by [jalonzol@montefiore.org](mailto:jalonzol@montefiore.org) in writing by **March 5, 2020. NO REFUND AFTER THIS DATE.**