



Health Management Associates
presents

BIAS Awareness for Hawai'i SUD/OD Populations
A Live, Interactive Webinar

December 11, 2023
12:00pm – 1:00pm Hawai'i

Substance misuse and overdose deaths are increasing in Hawai'i. To better identify substance misuse early, prevent worsening, and provide interventions and treatment, **Med-QUEST**, along with our partner Health Management Associates, is providing an **online interactive session on Screening, Brief Intervention, and Referral to Treatment (SBIRT)**. SBIRT is an evidence-based practice that is reimbursable.

This will be an interactive 60 min webinar that will examine the discuss disparities in SUD/OD treatment referrals and how implicit bias plays a significant role in SUD/OD outcomes for underrepresented populations. We will use case studies to assist in participants identifying how culture and social identities may influence bias development and provide concrete strategies to mitigate implicit bias and improve care.

Target audience: Social workers, Nurses, Physicians, Billing and Coding departments, counselors, SUD clinicians....

Content level: Beginner

About the instructors

Dr. Karen Hill is an Adult Nurse Practitioner and Principal at Health Management Associates (HMA). She has more than 15 years of experience with adverse childhood experiences (ACEs) and trauma-informed care (TIC) training, implementation, and evaluation as it relates to provider operations and billing, design, communications, health literacy, precepting, mentoring, training, TIC, and curriculum development. Karen has worked to help organizations provide TIC and crisis prevention and de-escalation techniques-based training for county employees through an evidence-based, culturally responsive, and collaborative care management model. Prior to HMA Karen worked as an Interim Vice President of Programs at the University of California, San Francisco (UCSF)/Glide Health Services where she focused on patient care and safety, providing evidence-based and patient-centered care, work organization and clinic flow, health promotion activities, and developing interagency relationships and community alliances.

Dr. Judy Martin-Holland is a Family Nurse Practitioner and Principal at Health Management Associates (HMA). She has more than 20 years of experience in education and collaboration with a drive to advance diversity, equity, and inclusion (DEI). Judy is an accomplished mission-driven nurse executive leader with decades of experience in healthcare, workforce development, organizational transformation through systems change, and developing collaborative partnerships. Additionally, Judy has proven knowledge and experience in advancing health equity, patient-provider relationships, global health, and regulation and education of the health professions (Nursing, Dentistry, Medicine, Pharmacy, Physical Therapy). Prior to HMA, Judy worked as the Associate Dean and Graduate Program Director of Masters' Entry, Master's, and Doctoral Programs in Nursing (10 years) after which she served as the Associate Dean of Diversity, Inclusion, and Community Outreach for the University of California, San Francisco (UCSF).



Learning objectives

After attending this course, participants will be able to...

1. Examine the significance of racial/ethnic disparities in SUD/ODD referrals to treatment
2. Recognize the influence of culture and social identities on bias development
3. Reflect on the impact of implicit bias on patient/client care and patient/client healthcare experiences
4. Describe at least one technique to manage your own bias and one strategy to mitigate biases in your work environment

Course outline/Agenda

Welcome, Introduction & Ice Breaker	<i>7 minutes</i>
Why? – What's Important: Reducing Disparities in SUD Referrals/Treatment	<i>5 minutes</i>
How? – Recognize bias development & the impact of bias on others	<i>10 minutes</i>
Examine how bias looks in patient/client care	<i>10 minutes</i>
Stand-Up Break	<i>3 minutes</i>
What? – Strategies to mitigate our biases in our work	<i>10 minutes</i>
Strategies to mitigate bias in the workplace	<i>5 minutes</i>
Q&A	<i>10 minutes</i>

Course interaction & system requirements

This live webinar is fully interactive. Attendees may ask and answer questions throughout the presentation and participate in instructor-led discussions.

System requirements

- **Operating Systems:** Windows XP or higher, MacOS 9 or higher, Android 4.0 or higher
- **Internet Browser:** Internet Explorer 9.0 or higher, Google Chrome, Firefox 10.0 or higher
- **Broadband Internet connection:** Cable, high-speed DSL & any other medium that is internet accessible

Registration

Click [here](#) to register.

Course completion & CE info

Course completion requirements: To earn CE credit, social workers must log in at the scheduled time, attend the entire course and complete an online course evaluation. Certificates of completion will be emailed within 10-12 business days of course completion.



Health Management Associates, #1780, is approved to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Organizations, not individual courses, are approved as ACE providers. State and provincial regulatory boards have the final authority to determine whether an individual course may be accepted for continuing education credit. Health Management Associates maintains responsibility for this course. ACE provider approval period: 09/22/2022 – 09/22/2025. Social workers completing this course receive 1.0 continuing education credits.

**For questions, concerns, or to request special accommodations, please email
cmcintire@healthmanagement.com**

Financial Disclosure Statement:

Funding for this event was made possible by Hawai'i Department of Human Services Med-Quest Division. The views expressed in written event materials or publications and by facilitators and moderators do not necessarily reflect the official policies of the Hawai'i Department of Human Services Med-Quest Division; nor does mention of trade names, commercial practices, or organizations imply endorsement by them.