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Implicit Bias: Ethical Implications for the Case Manager

- Bias is a subjective way of thinking.**
 - True
 - False
- Biases affect the way we:**
 - Think
 - Behave
 - Perceive others
 - All of the above
- Which of the following are types of implicit bias?**
 - Affinity
 - Beauty
 - Contrast
 - All of the above
- Common biases are based on which of the following characteristics?**
 - Race
 - Gender
 - Religion
 - All of the above
- What are some of the factors at play in the development of implicit biases?**
 - Society and cultural influences
 - Seeking patterns
 - Relying on mental shortcuts
 - All of the above
- Which of the following are consequences of implicit bias?**
 - Access to health care
 - Fewer treatment options
 - Poor communication
 - All of the above
- Ethics has to do with which of the following?**
 - Rights
 - Obligations
 - Fairness
 - All of the above
- The ethical principles in jeopardy if the case manager has an implicit bias include which of the following?**
 - Autonomy
 - Justice
 - Beneficence
 - All of the above
- Some things for a case manager to consider in identifying their implicit bias may include which of the following?**
 - Care belief
 - Different backgrounds
 - Knowledge difference
 - All of the above
- The case manager's implicit bias may violate their Code of Professional Conduct.**
 - True
 - False

- Tactics to reduce implicit bias may include which of the following?**
 - Mindfulness
 - Slowing down
 - Individualization
 - All of the above

- Education
- Awareness
- Practice
- All of the above

- Which of the following will help change an implicit bias?**

- Education
- Awareness
- Practice
- All of the above



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The Ethical Implications in Addressing Racial Discrimination's Impact on Mental Health

- Which of the following are causes of the hesitancy among Black, Indigenous, and People of Color in seeking and receiving mental health care?**
 - Exploitation in medical research
 - Stigmatizing stereotypes
 - Forced sterilization of women
 - All of the above
- The lack of cultural competence within mental health services often exacerbates feelings of alienation and manipulation.**
 - True
 - False
- Systemic racism leading to adverse psychological outcomes is caused by which of the following?**
 - Chronic stress
 - Anxiety
 - Emotional toll
 - All of the above
- Racism denotes the belief in the superiority of one racial group and the deliberate action through which other groups are systematically and individually oppressed by society and political structures.**
 - True
 - False
- Which of the following are types of racism?**
 - Institutional
 - Structural
 - Microaggression
 - All of the above
- Trauma caused by racism can manifest through which of the following?**
 - Anxiety
 - Depression
 - Hypervigilance
 - All of the above
- A client navigating racism may have which of the following feelings?**
 - Powerlessness
 - Frustration
 - Anger
 - All of the above

continues >

8. **Health equity in mental health treatment means removing barriers that prevent individuals from seeking help including:**
- Stigma
 - Discrimination
 - Lack of resources
 - All of the above
9. **The ethical principles involved in racism include which of the following:**
- Justice
 - Advocacy
 - Veracity
 - All of the above
10. **Cultural competency ensures that the health care practitioners understand and honor the diverse cultural beliefs, values, and practices of their clients.**
- True
 - False
11. **Which of the following can the case manager use to ensure culturally appropriate mental health care coordination?**
- Become familiar with the client's cultural background
 - Allow the client to discuss their experience and values openly
 - Recognize and emphasize the client's cultural strength and resilience
 - All of the above
12. **The journey of combating racism in mental health care coordination is ongoing and collaborative and requires which of the following?**
- Education
 - Introspection
 - Advocacy
 - All of the above
4. **Some of the tasks on a specialty plan of care might include which of the following?**
- Education
 - Caregiver reminders
 - Appointments and scheduling
 - All of the above
5. **Justice-involved youth are particularly vulnerable to health issues.**
- True
 - False
6. **Increased demands for justice-involved youth include which of the following?**
- Mental health services
 - Health insurance eligibility and coverage
 - Access to primary care
 - All of the above
7. **The success of a specialized care coordination team is integration and collaboration.**
- True
 - False
8. **Part of the success of the kids coordination care team is because of the relationship building process and the patient/family buy-in.**
- True
 - False
9. **Some of the barrier of justice-involved youth care coordination include which of the following?**
- Lack of changing health insurance.
 - Transportation
 - Shifting patient/family priority
 - All of the above
10. **A kids care coordination team using an electronic health record can capture which of the following data?**
- Identified needs
 - Goals
 - Reasons for case closure
 - All of the above.
11. **Data suggests that extended involvement in care coordination may lead to more positive outcomes for patients and their caregivers.**
- True
 - False
12. **Who of the following should be a member of a kids care coordination team?**
- Registered nurse
 - Social worker
 - Paraprofessional support staff
 - All of the above

Answer sheet next page >

CE 3

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Expanding the Partners for Kids Vision: An Exploration of Initial Efforts to Meet the Care Coordination Needs of Justice Involved Youth in Franklin County, Ohio

- Care coordination in a kids care coordination program should be patient and family driven.**
 - True
 - False
- All participants in a kids care coordination program should have a specialty plan of care based on the health risk assessment.**
 - True
 - False
- The specialty plan of care is always developed and is accepted by the patient and family.**
 - True
 - False

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Please indicate your answer to the exam questions on the preceding pages by filling in the letter.

EXAM 1  **Implicit Bias: Ethical Implications for the Case Manager**

Objectives:

1. Define implicit bias.
2. State four causes of implicit bias.
3. State three ethical principles the case manager must be alert to implicit bias.
4. State four tactics that can be used to reduce implicit bias.

1. _____ 2. _____ 3. _____ 4. _____ 5. _____ 6. _____ 7. _____ 8. _____ 9. _____ 10. _____ 11. _____ 12. _____

EXAM 2  **The Ethical Implications in Addressing Racial Discrimination’s Impact on Mental Health**

Objectives:

1. Define racial discrimination’s impact on mental health of an individual.
2. State three causes of systemic racism.
3. Define four types of racism.
4. State four ethical principles the case manager must be aware of in dealing with racism.

1. _____ 2. _____ 3. _____ 4. _____ 5. _____ 6. _____ 7. _____ 8. _____ 9. _____ 10. _____ 11. _____ 12. _____

EXAM 3 **Expanding the Partners for Kids Vision: An Exploration of Initial Efforts to Meet the Care Coordination Needs of Justice Involved Youth in Franklin County, Ohio**

Objectives:

1. Describe the members and functions if a kids care coordination team.
2. State four significant milestones in care coordination for kids.
3. State three benefits/outcomes of a kids care coordination program.

1. _____ 2. _____ 3. _____ 4. _____ 5. _____ 6. _____ 7. _____ 8. _____ 9. _____ 10. _____ 11. _____ 12. _____

Continuing Education Program Evaluation Please indicate your rating by circling the appropriate number using a scale of 1 (low) to 5 (high).

	EXAM 1					EXAM 2					EXAM 3				
1. The objectives were met.	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
2. The article was clear and well organized.	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
3. The topic was both relevant and interesting to me.	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
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