



# DIVERSITY, EQUITY & INCLUSION TRAINING

THE INTERSECTION OF RACE AND CULTURE:  
AVOIDING CULTURAL COLLISIONS

MAY 30 AT 8 A.M. AND 5 P.M.  
MAY 31 AT 8 A.M. AND 1 P.M.

IMPLICIT BIAS [MAKE-UP SESSION]  
MAY 29 AT 1 P.M.

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## The Intersection of Race and Culture: Avoiding Cultural Collisions

Date/Time: Attend one of 4 sessions:  
May 30, 2019: 8:00 a.m. – 12:00 p.m.  
May 30, 2019: 5:00 p.m. – 9:00 p.m.  
May 31, 2019: 8:00 a.m. – 12:00 p.m.  
May 31, 2019: 1:00 p.m. – 5:00 p.m.

Location: First Baptist Church Fellowship Hall  
37 North Highland Street  
Winchester, KY 40391

Register: <http://bit.ly/Race-Culture>

**Presenter:** Edward L. Palmer, Sr., Certified Diversity Trainer, Community and Youth Activist

Current Positions:

- Fifth Term Radcliff City Councilman
- Chair of the Hardin County Race, Community, and Child Welfare Committee (RCCW)
- Vice-Chair of the National Coalition for Juvenile Justice (CJJ)
- Member of the Kentucky Juvenile Justice Advisory Board (JJAB) for over 15 years
- Member of the Kentucky Subcommittee for Equity and Justice for all Youth (SEJAY)
- Chair of the State Inter-Agency Council's (SIAC) Diversity Standing Committee
- 2017 Recipient of the Kentucky Martin Luther King Jr. Leadership Award presented by Governor Matt Bevin
- 2017 Courage for Kids Award presented by Kentucky Youth Advocates

### Description

*The Intersection of Race and Culture: Avoiding Cultural Collisions* provides community partners, service providers, and state and local agencies with an overview of the importance of cultural competency and how demonstrating this supports effective decision making and promotes engagement when serving families from a wide variety of backgrounds.

### Objectives

1. Describe what is meant by culture and how it impacts behavior.
2. Understand the connection of culture to both the behavior of individuals, youth and families, as well as the response of "system" personnel.
3. Understand how to recognize when one is at an intersection of culture and race.
4. Apply skills to aid in minimizing the possibilities of cultural collisions occurring at cultural intersections.

**Schedule:** TBD

## Implicit Bias: Starting the Conversation

Date/Time: May 29, 2019 at 1:00 p.m. – 4:30 p.m.

Location: First Baptist Church Fellowship Hall  
37 North Highland Street  
Winchester, KY 40391

Register: <http://bit.ly/ImplicitBias-makeup>

**Presenter:** Edward L. Palmer, Sr., Certified Diversity Trainer, Community and Youth Activist

### Description

A community is only as good as its people. This training will help participants identify, manage and mitigate personal biases as well as consider the presence of structural biases within an agency's policies and practices. As participants learn to identify, address and minimize the impact of individual bias as well as systemic bias, the desired outcome is data will eventually be reflective the agency's mission.

### Objectives

1. Discuss data that supports the realization of dis-proportionality and disparities among racial groups.
2. Explain implicit bias and how bias affects attitudes, understanding, and decisions.
3. Identify skills that will aid them in naturalizing the impact of bias upon decision making.
4. Discuss the best practice for addressing individual bias.
5. Describe how to apply a racial lens to the organizations policies and practices to address and remove the potential for bias.

### Schedule:

Welcome, Speaker Introduction, & Pre-Assessment	(5 minutes)
Data, Disproportionality and Disparities	(1.25 hours)
Break	(10 minutes)
Implicit Bias	(1.5 hours)
Discussion, Question & Answer	(20 minutes)
Post-Assessment & Course Evaluation	(10 minutes)
<b>Total Hours:</b>	<b>3.5</b>

Continuing education credit approval for all sessions is pending through the Northeast Area Health Education Center for physicians, nurses, social workers, pharmacists.

Visit [clarkambition.org/2019](http://clarkambition.org/2019) for additional information, including FAQs.

**For questions about these or other trainings focused on diversity, equity and inclusion in 2019 contact any of the following:**

- Jennifer Gulley, Clark County Health Department - [jenniferh.gulley@ky.gov](mailto:jenniferh.gulley@ky.gov) -- 859-744-4482 Ext. 1036
- Linda Barrett, The Greater Clark Foundation – [lbarrett@clarkambition.org](mailto:lbarrett@clarkambition.org) -- 859-355-9054
- Candice Tackett, Clark Regional Medical Center -[candice.tackett@lpnt.net](mailto:candice.tackett@lpnt.net) or -- 859.737.8523
- Kelly Hutchens, Better Together Winchester – [hKelly.hutchens@gmail.com](mailto:hKelly.hutchens@gmail.com) -- 859-595-8969