



Why Should I Care About Race Anti-Bias Competencies? Addressing US Department of Education Accreditation Requirements for the Association for Clinical Pastoral Education

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The Department of Spiritual Care and Education at MD Anderson hosts a spiritual care education training program accredited by the Association for Clinical Pastoral Education (ACPE). ACPE is a US Department recognized accreditor for Clinical Pastoral Education (CPE) programs and certifies educators to facilitate these programs. CPE is offered in a variety of settings including hospitals, mental health facilities, correctional facilities, and community-based organizations. All Board-Certified Chaplains must complete a total of 1600 hours of accredited chaplain education prior to applying for certification.

The US Department of Education recognized ACPE's need as an accrediting agency to create anti-bias proficiency outcomes for educators and students enrolled in education programs. According to Harvard Business Review (HBR) research, *on-going* anti-bias training is more effective and further suggests training that occurs only once is harmful to the anti-bias achievement process. ACPE has provided anti-bias training at least once in an annual conference. Therefore, the ACPE Race Anti-Bias Task Force suggested that *on-going* training and financial resources be provided at yearly conferences and other educational venues to respond to US Department of Education recommendations. The Anti-Bias Committee of the ACPE Board charged this Task Force to examine potential racial bias in processes related to Ethics Complaints, Accreditation, Certification, as well as the structure and content of standardized curriculum components.

This poster will explain how the Race Anti-Bias Taskforce provided race anti-bias training at the ACPE Annual Conference in May 2023 including a sample curriculum for educators to use in their accredited training programs. The ACPE Race Anti-Bias Taskforce led a 90-minute workshop that provided a sample curriculum for educators to “manage their [race] biases, practice new behaviors, and track their progress” (HRB). The conference workshop focused on the need to create a psychologically safe environment for educators to engage race unconscious bias and utilize anti-bias training in the program curriculum. Sample curriculum offerings included guidelines for conversations about race, extensive glossary of terms, format for interactive discussions, and presenters' experience with and recommendations for a variety of anti-bias resources.

This conference workshop provided an unconscious bias training that not only brought awareness but drove individual and collective change on potential racial biased practices within education, leadership development and interpersonal relationships. Participants in the conference workshop:

- Reflected on their level of awareness of personal unconscious bias
- Engaged an affective/experiential process in community
- Articulated new knowledge around unconscious bias
- Committed to integrating racial anti-bias skills into practice

The ACPE Race Anti-Bias Taskforce is part of the larger Anti-Bias Work Group with in ACPE tasked with addressing potential bias in curriculum, program accreditation, educator certification and professional ethics.

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