Local BRIM Implementer
Training and Curriculum Overview

The purpose of the Local BRIM Implementer training and curriculum is to prepare a community of workshop presenters at your institution dedicated to helping your faculty “break the bias habit” and align their judgments and behaviors with their explicit commitments to be fair and objective.

What is your role as a Local BRIM Implementer?
As a trained Local BRIM Implementer, you and your Local BRIM Implementer Team will expertly present the 3-module *Breaking the Bias Habit*: *Bias Reduction in Internal Medicine* workshop to a selection of divisions and potentially other units/departments at your institution. Our training will expose you to key workshop concepts such as the “habit of mind” metaphor, empirical research underlying bias literacy and evidence-based strategies, and best practices for effective workshop implementation. We will help you prepare to deliver the workshop content, field questions from participants, and facilitate discussion during workshop activities. Experiencing this curriculum will help you develop your own bias literacy while practicing to implement and deliver the 3-hour BRIM workshop.

What is involved in Local BRIM Implementer Training?
Our curriculum has a blended structure with individual preparation time, face-to-face discussions and practice sessions with your Local BRIM Implementer Team, and approximately 5 hours of synchronous online sessions with BRIM Curriculum Instructors. We disperse the curriculum over a 3-4 month period, leaving you time to balance your other commitments. We expect you will need to dedicate time for (1) reading important literature, (2) group discussions with other Local BRIM Implementers at your site, and (3) practicing workshop delivery to prepare for online training sessions and workshop delivery. You will work with the Local BRIM Implementer Team at your site, the BRIM Curriculum Instructors, the UW BRIM Team of presenters and, potentially, Local BRIM Implementers at other sites. Local group and online training sessions will provide an opportunity to solicit and respond to valuable peer and UW BRIM Team feedback of your BRIM workshop presentation skills and knowledge.

Local BRIM Implementer Training Expected Outcomes
- Develop the knowledge and skills to implement and deliver the 3-hour BRIM workshop
- Demonstrate confident workshop delivery as a Local BRIM Implementer
- Cultivate an understanding of the evidence of bias and bias reduction in existing literature
- Facilitate discussion of workshop concepts and content with future workshop participants
- Articulate implementation plans for designated division workshops

### Local BRIM Implementer Timeline

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<tr>
<th>Approximately 9-12 months after Launch Visit from UW BRIM Team</th>
<th>Complete training sessions during next 3-4 months</th>
<th>Within next 6-8 weeks</th>
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<tbody>
<tr>
<td>Local BRIM Implementers actively observe UW BRIM Team deliver one workshop to select divisions</td>
<td>Local BRIM Implementers schedule BRIM workshop for remaining participating divisions</td>
<td>Local BRIM Implementers deliver BRIM workshop to remaining participating divisions</td>
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<td>Initial meeting with UW BRIM Team</td>
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<td>Local BRIM Implementers ensure all completed materials are returned to</td>
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<td>Begin Local BRIM Implementer Training Sessions – online, individual, and group</td>
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Yours sincerely,
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