



## Implicit Bias in the Classroom and Beyond

with Cal Cates and Kerry Jordan of Healwell, [www.healwell.org](http://www.healwell.org)

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You think you're thinking your thoughts. You are not.  
You are thinking the culture's thoughts.

-Jiddu Krishnamurti

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I. Implicit bias defined

II. Why implicit bias matters in the classroom

III. Neurological underpinnings of implicit bias

IV. Q&A session

## Resources and Recommended Reading

*Behave: The Biology of Humans at Our Best and Worst* by Robert M. Sapolsky

*Blindspot: Hidden Biases of Good People* by Mahzarin R. Banaji and Anthony G. Greenwald

Harvard Implicit Association Test, Harvard University  
<https://implicit.harvard.edu/implicit/takeatest.html>

*How Emotions are Made: The Secret Life of the Brain* by Lisa Feldman Barrett

“How to Think about ‘Implicit Bias’ “ by Keith Payne, Laura Niemi & John M. Doris  
<https://www.scientificamerican.com/article/how-to-think-about-implicit-bias/>

“Implicit Bias Defined” (video), National Education Association, Center for Social Justice  
<https://youtu.be/BSguud-t1kc?si=iloBwpD0eNrWArxm>

## Instructor Bios

### Cal Cates

Cal Cates speaks around the world on a variety of topics related to integrative medicine, emotional self-care for practitioners, and the mechanics and politics of introducing massage therapy into clinical settings. They have been participating in research, teaching, and developing curriculum for massage therapy courses focused on hospital-based practice, oncology massage and end-of-life care since 2007. Cal is passionate about elevating the profession of massage therapy and also about broader and more seamless integration of massage therapists into mainstream health care. Cal also works with health-care providers across disciplines to interrogate issues of oppression, bias and disparities in care. Learn more at [healwell.org](http://healwell.org) and connect with Cal at [cal@healwell.org](mailto:cal@healwell.org).

### Kerry Jordan

Kerry Jordan is the operations director and an essential part of Healwell’s curriculum development team. She brings 20 years of experience as an instructor and has an extensive background in teaching meditation, bodywork, and mindfulness. Kerry teaches adult and pediatric palliative care in hospitals and clinical settings throughout Washington, DC, and around the world, in addition to courses about racial identity, implicit bias, and anti-oppression in health care. Learn more at [healwell.org](http://healwell.org) and connect with Kerry at [kerry@healwell.org](mailto:kerry@healwell.org).