

California Implicit Bias Training

General Information Page

Sponsor Information

Course Provider Name: WebCE, Inc.

DRE Sponsor ID #: 6229

Email Address: customerservice@webce.com

Website Address: www.webce.com

Phone Number: (877) 488-9308

Address: 12222 Merit Dr, Suite 500
Dallas, TX 75251

Course Description

We live in a rapidly changing world, and licensees must ensure that their business practices serve the needs of a vibrant and diverse community. Importantly, licensees must understand how to recognize bias so they can foster business environments that promote diversity, equity, and inclusion. This course helps licensees learn how to recognize biases that can lead to unfair decision-making or actions that are not in the best interest of the client. The course also teaches licensees strategies they can use to combat biases and to ensure their actions are actually based on accurate and complete information rather than preconceived opinions. This course satisfies California's CE requirement for two hours of instruction pertaining to implicit bias training.

Upon completion, students will be able to:

- define the concepts of bias including implicit, explicit and systemic bias
- list actionable steps you can take to recognize and challenge your own implicit biases
- explain how bias is changeable and the impact of crowd bias
- recognize the historical impact of bias on the housing industry
- explain how to effectively challenge systemic bias
- describe strategies businesses can implement to defeat systemic bias
- discuss how disparate impact can be an indication of systemic or structural bias
- generalize a licensee's responsibilities under Title 10, CA Code of Regulations

Method of Course Presentation: Internet

Course Category: Implicit Bias Training

Credit Hours: 2

Course Fee: \$19.95*

*Prices are subject to change at any time

Textbook, Workbook, or Outline Information

Title: California Implicit Bias Training

Author: WebCE, Inc.

Pages: 65

Copyright Data: ©2022-20232 by WebCE, Inc.

Course Timing Policy

All California DRE-approved continuing education courses adhere to a 50-minute hour format.

Refund/Cancellation Policy

We want our customers to have a great experience with our products while learning something valuable for their career. If you are not completely satisfied with the products you have purchased, you can request a refund through our customer service. Refund terms may apply, see below:

- Courses must be incomplete and non-expired.
- Fees for books, shipping, and state-filing may not be eligible for refunds.
- Refunds for courses purchased as part of a discount or special offer, will be adjusted accordingly.

Once the refund has been issued, any incomplete courses cannot be reinstated. Call WebCE's Support Services Department at 877-488-9308 or send an email to customerservice@webce.com for a product exchange or refund.

Final Examination Criteria

Number of Questions: 10

Time Allowed: 10 Minutes

Minimum Passing Percentage: 70%

Question Type: Multiple Choice

Number of Different Versions: 2

Additional Exam Policies and Procedures

WebCE, Inc. maintains an exam bank for each course. Exam questions are randomly selected each time an exam is created therefore, no two exams are alike. Online exams are graded instantaneously and the results are displayed for the student to see upon submitting the exam. In the event the student fails the final exam, they will be allowed 1 retake presented with a different set of questions. Should the student fail both attempts, they will be required to retake the course before regaining access to the exam. Certificates of Completion are available for printing to those students who successfully complete a course. All final exams are open book, however students may only refer to the instructional material provided for the course. In accordance with Commissioner's Regulation 3006(o), prior to accessing the final exam, all students are required to certify Under Penalty of Perjury that the participant enrolled is the person completing the course and that the course was not completed in less time than the approved credit hours.

DRE Disclaimer Statement

This course is approved for continuing education credit by the California Department of Real Estate. However, this approval does not constitute an endorsement of the views or opinions which are expressed by the course sponsor, instructors, authors, or lecturers.

Course Identification Statement

Participants shall present one of the following forms of identification immediately before the administration of the final examination:

- A. A current California driver's license.
- B. A current identification card described in Section 13000 of the California Vehicle Code

C. Any identification of the participant issued by a governmental agency or a recognized real estate related trade organization within the immediately preceding five years which bears a photograph, signature and identification number of the participant.

Examination Regulatory Notes

- Participants taking a correspondence offering or package of offerings shall be limited to completion of final examinations for a maximum of fifteen (15) credit hours during any one 24-hour period. A participant shall not be granted access to additional segments of the final examination for offerings or a package of offerings that exceed fifteen (15) credit hours until the appropriate 24-hour period has elapsed.
- An offering may include a provision for one retaking of a different final examination by a participant who failed the original examination provided the questions in the re-examination are different questions than those contained in the original examination. A participant who fails the re-examination cannot receive credit for the course. Such a participant is not barred from enrolling in and completing the same course, but must retake the course and pass the final examination with a score of 70% or better to receive credit.
- Questions used in a final examination shall not duplicate any more than 10% of questions used in any other quiz or examination utilized during the presentation of the course.
- Final examinations for CE courses consisting only of multiple choice, true/false and/or fill-in the blank questions shall be limited to a maximum of 10% true/false questions.
- Time calculations for a final examination consisting of multiple choice, true/false and/or fill-in the blank questions should be allowed a maximum amount of one (1) minute per question. The minimum number of questions for a continuing education final examination consisting only of multiple choice, true/false and/or fill-in the blank questions is:

1 credit hour = 5	19-23 credit hours = 50
2 credit hours = 10	24-27 credit hours = 60
3-5 credit hours = 15	28-31 credit hours = 70
6-8 credit hours = 20	32-35 credit hours = 80
9-11 credit hours = 25	36-39 credit hours = 90
12-14 credit hours = 30	40 credit hours and over = 100 questions
15-18 credit hours = 40	

Online Evaluation Statement

A course and instructor evaluation is available on the California Department of Real Estate (DRE) website at www.dre.ca.gov. Access this form by typing in "RE 318A" in the search box located in the upper right corner of the home page.

Course Provider Complaint Statement

A course provider complaint form is available on the California Department of Real Estate (DRE) website at www.dre.ca.gov. Access this form by typing in "RE 340" in the search box located in the upper right corner of the home page. An informational form regarding course provider complaints, "RE 340A" is also available.

Registration

WebCE, Inc. courses can be purchased either by phone or via the internet at www.webce.com. Students have one year from the date of registration to complete their offerings.

Instructors

The approved instructor is available to students via email should they need support for content-related questions. This information is provided on our website. The instructor makes a good faith effort to respond to student inquiries within 24 business hours.

Certificate of Completion

Once you have read all the course materials and passed the final examination, you will receive a certificate of completion that can be accessed in your WebCE account.

Course Survey

Upon completion of this course, you will have the opportunity to share your opinion on the information and presentation of this course. An email will also be sent to you once you have completed all courses in an order to share your opinion about your WebCE experience.

Record Retention

Each student's course history is stored on our website for a minimum of seven (7) years.

Technical Support

Our technical support is available during our business hours, which is Monday - Friday from 8:00 a.m. CST to 6:00 p.m. CST, and on Saturdays from 10:00 a.m. to 3:00 CST. This information is posted on the website under "Contact Us."

Complaint Resolutions

A satisfied customer is our most valuable asset. We are committed to resolving any and all customer concerns and complaints. Any customer concerns or complaints should be directed to:

**WebCE, Inc.
Support Services
12222 Merit Dr, Suite 500
Dallas, TX 75251
877-488-9308**