

# CALIFORNIA UNIFIED PROGRAM TRAINING

**March 23, 2022 Training  
Session 8-12pm  
OVERCOMING BIAS: 18 Protected Groups (J-3/23)**

**Trainer, John Wilson, CBL Training and Consulting**

John Wilson - john@cbltac.us

**Title: OVERCOMING BIAS: 18 Protected Groups**

**Objectives:** To understand what bias is, how it happens to everyone, and how to apply this knowledge to limit or stop bias, especially when concerning California's protected classes.

**Course Description:** Bias is a normal result of interacting with the world. People experience bias in favor or against many things, people, or groups of people. While bias is normal and happens for many reasons (good and bad), it can lead to unfairness, prejudice, and civil rights violations. This presentation will show you what bias is and its social and psychological origins. Coupled with that knowledge, you will learn what the 18 protected groups of classes of people are as defined by the California Department of Fair Employment and Housing, and the California State Senate. Then, you will learn a system on how to overcome and defeat bias to better your workplace and personal life.

**John Wilson, CBL Training and Consulting**

John Wilson <john@cbltac.us>



## **John Wilson bio**

John is the founder of CBL Training and Consulting, established in 2004. He has served as a sergeant in a major California law enforcement agency leading a crisis intervention training unit. He has worked street patrol, investigations, and as an academy instructor (criminal law, impaired driving, and physical training). He has been certified as a Drug Recognition Expert, investigator (narcotics, homicide, crime scene, sex crimes, auto theft), wiretap operator, advanced rural and urban surveillance, and TSA Behavioral Detection among other certifications.

Before becoming a peace officer, he was an "Outdoor Adventure Education Supervisor" for an at-risk youth program with the Tulare County Office of Education. He also worked for a live-in substance abuse treatment facility in Fresno County. John served as a seasonal US Forest Service Wildland Firefighter in the Sierra Nevada mountains. John is an honorably discharged, non-commissioned officer, U.S. Army veteran of the 75th Ranger Regiment, the 25th Infantry Division, and the Joint Task Force - Full Accounting (Vietnam). He is currently a Chaplain's Assistant with the California State Guard.

He is an Ironman finisher (140.6mi), an ultra-marathon runner (100 mi), husband, and father.