UNPACKING IMPLICIT BIAS: A PRIMER

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DISCLOSURE

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EDUCATIONAL OBJECTIVES

- Identify how implicit bias affects patient/family-pediatrician interactions
- Explore opportunities to lessen the impact of implicit bias

LET’S SET A FEW GROUND RULES

Respect
Give respect Get respect

Maintaining Confidentiality

Self Compassion
SAMPLE GROUND RULES

• Join this shared space with gratitude and open-mindedness.
• Take space and Make space (WAIT – why am I talking / WAIN'T – why am I not talking).
• Recognize “literacy moments.”
• Welcome different perspectives, opinions, and experiences.
• Use “I” statements.
• Challenge ideas respectfully.
• Be present.
• One Mic (only one person speaking at a time).
• Preserve the integrity of individual’s stories.
• Make generous assumptions

*Adapted from the Robert Wood Johnson Foundation Culture of Health Leaders Program and CommonHealth Action

WHO’S IN YOUR TRUSTED TEN?

• Write down the 10 people you trust the most (don’t include family)

• Set the paper aside
COMMON LANGUAGE: IMPLICIT BIAS

• Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner*

• Because implicit biases exist outside of conscious awareness, they are thus difficult to consciously acknowledge and control#

*http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/
#Hall et al., American Journal of Public Health, 2015

YOU WANT ME TO THINK (AND TALK) ABOUT WHAT?
A majority of 1st-year medical students exhibited implicit and explicit weight bias.
Implicit bias toward individuals who are overweight is evident in children aged 9 to 11 years.

Physicians have similar levels of implicit racial bias toward children and adults.
There is pervasive implicit preference for people who identify as heterosexual versus people who identify as lesbian or gay.

**COMMON LANGUAGE: MICROAGGRESSIONS**

- Brief, subtle verbal or non-verbal exchanges that send denigrating messages to the recipient because of his or her group membership (such as race, gender, age or socio-economic status).

- Often an enactment of implicit bias
EXAMPLES OF MICROAGGRESSIONS

• “You speak good English”
  [you are a foreigner]

• “You are so articulate”
  [unusual for someone of your race to be intelligent]

• A female physician wearing a stethoscope is mistaken as a nurse
  [Women should occupy nurturing and not decision-making roles]

WHAT CAN WE DO?
TRUST LIST

Please unfold your paper and complete the table.

What observations do you have?

Unconscious Bias Exercise from Diversity Consultant Scott Horton

https://www.youtube.com/watch?v=i_52T8ufdZM

ACTION STEPS

- Do a test on this site:
  https://implicit.harvard.edu/implicit/takeatest.html

- Develop authentic relationships.

- Challenge your assumptions: Surround yourself with images, ideas, and people who counter these biases

- Seek additional, ongoing training in equity, diversity, and inclusion (EDI).
We can create training experiences and inclusive communities that mitigate biases.

MINDFULNESS

A Conversation on Mindfulness, Bias and Racial Justice

It’s difficult to have a conversation about racism, privilege and fragility without things getting heated. In this Point of View Podcast, experts weigh in on the role mindfulness plays in understanding and navigating racial justice.

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REFERENCES


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