

WELCOME

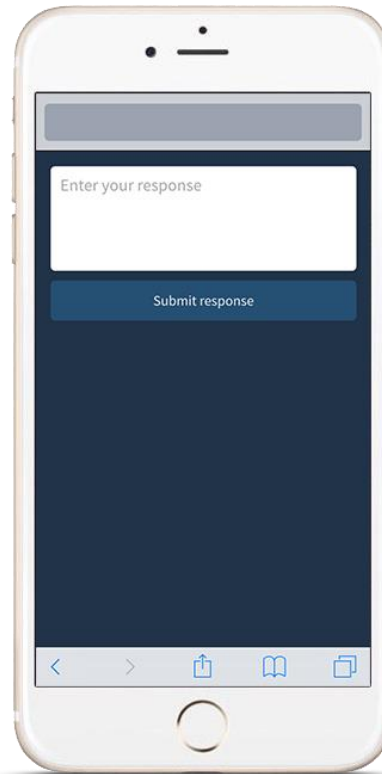
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translate.it/GKEYT

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Understanding Implicit Bias

This presentation is supported by the Centers for Disease Control and Prevention of the U.S. Department of Health and Human Services (HHS) as part of a **Cooperative Agreement**. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by CDC/HHS, or the U.S. Government.

Picture This: Immunization Clinic

A couple comes in with their young child.

A nurse administers the vaccines.

The clinic organizer stops by to check how things are going.



The Family



The Nurse





The Clinic Organizer

Objectives

By the end of this presentation, participants will be able to

- Define Implicit Bias
- Explore how implicit bias impacts healthcare and immunizations
- Recognize the role of the individual in achieving inclusive spaces
- Discover an increased sense of self-awareness
- Explain the roles individuals play in combating implicit bias

What is Implicit Bias?



Bias: A prejudice in favor of or against one thing, person, or group compared with another, usually in a way that's considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences.

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Text **KITAC648** to **22333** once to join

**"I have witnessed or experienced bias in a
healthcare setting."**

Yes

No

Explicit Bias (Conscious Bias)

Attitudes and beliefs that are held or endorsed on a conscious level can be consciously detected and reported; moderated by internal motivation

Examples:

“Women aren’t good at science.”

Refusing to treat a transgender patient.



Example of Conscious Bias

Migrant caravans won't bring disease — anti-vaxxers will

Plus, the US already has all these diseases

By Angela Chen | @chengela | Oct 30, 2018, 2:55pm EDT

f t SHARE



Kevin Sorbo @ksorbs · 1d

Liberals: "Don't let unvaccinated kids into our schools!"

Same Liberals: "Let thousands of unvaccinated illegal immigrants in!"

Huh?!

2,865 21.1K 58.3K



(((Dorit Reiss))) @doritmi · 6h

Most illegal immigrants come from countries with higher vaccines rates than us, like Mexico. The immigration question has nothing to do with making schools safer from disease through school mandates.

This is a troubling tweet that reeks of xenophobia.

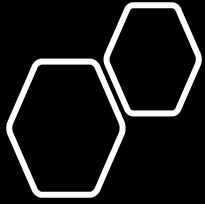
Implicit Bias (Unconscious Bias)

Social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing

How Implicit Bias Occurs

- Results from subtle cognitive processes (attitudes or stereotypes)
- Often operates at a level below conscious awareness and without intentional control
- Automatically activated and often unintentional





Implicit Bias can be based on...

Race

Age

Sexual
orientation

Gender
Identity

Disability
status

Physical
appearance

Primary
spoken
language

Education

Employment
Status

Implicit Bias in Health and Immunizations



Impact of Implicit Bias in Healthcare

- Patient-provider interactions
- Patient perceptions
- Treatment decisions
- Treatment adherence
- Patient Health Outcomes



How Bias Affects Outcomes

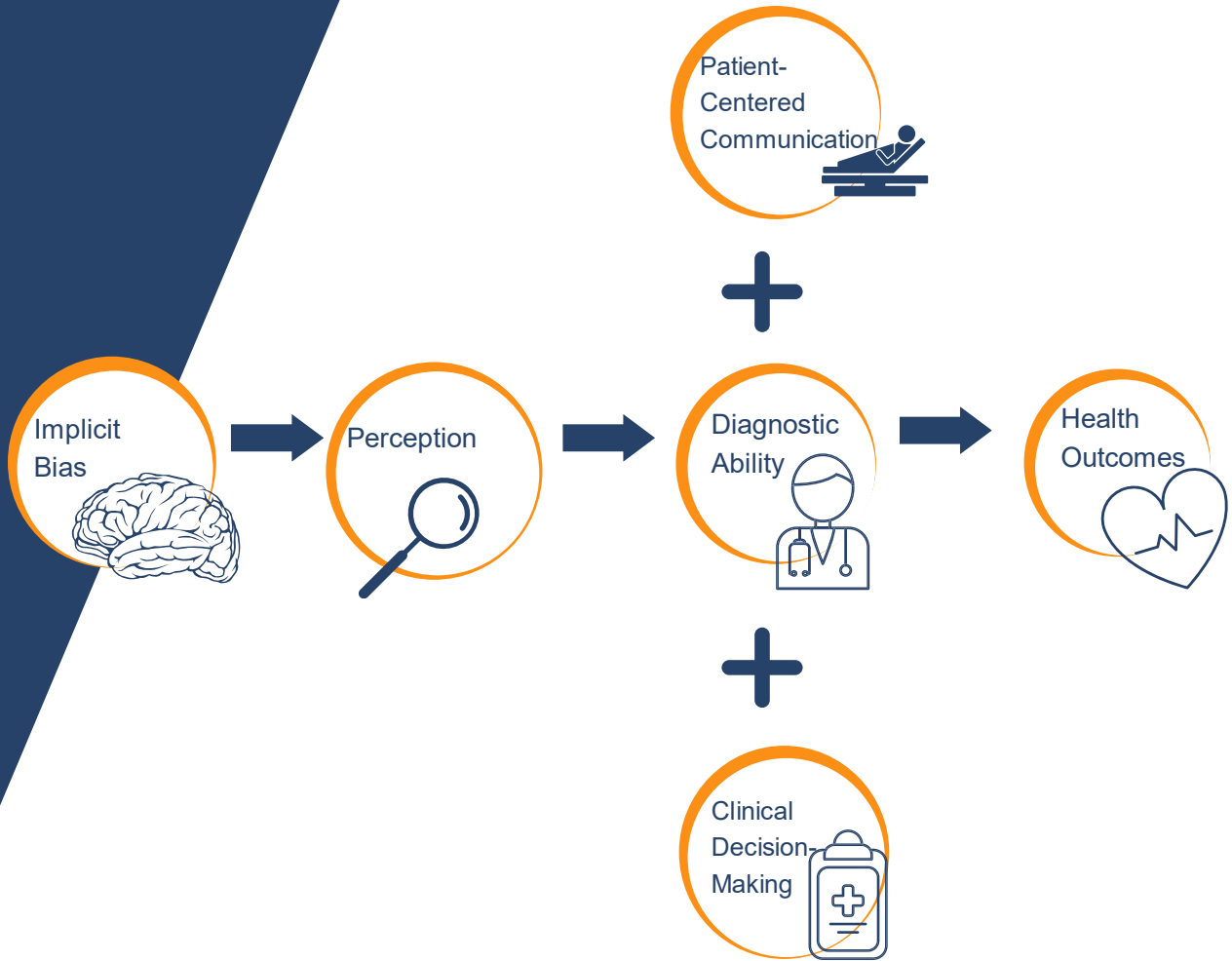


Image adapted from Community Catalyst

Implicit Bias and Patient Outcomes

A woman with dark hair tied back, wearing a white and grey striped long-sleeved shirt, is sitting in a white medical examination chair. She is looking out a large window on the right side of the frame. The room is brightly lit, and the background shows a view of a city or landscape. The overall tone is professional and clinical.

Women are three-times less likely to be referred for total knee replacement even if clinically indicated

Black women are more likely to die after being diagnosed with breast cancer

Non-white patients are less likely to be prescribed pain medications (non-narcotic and narcotic)

Physicians are less likely to treat suicidal ideation in elderly patients despite the high suicide rate of people 85 and older

Patients of color are more likely to be blamed for being too passive about their health care

Examples of Implicit Bias in Healthcare

A Black doctor died of Covid-19 weeks after accusing hospital staff of racist treatment



By Dakin Andone, CNN
Updated 7:33 AM ET, Fri December 25, 2020



More from CNN

- Phil Collins suffering from health problems, can 'barely hold...
- Patton Oswalt cancels shows in Florida and Utah, saying venues...
- Apple TV+ promotional image for 'Sonic the Hedgehog 2' featuring Jason Momoa, Dave Bautista, and Alfre Woodard.



PUBLIC HEALTH
'All You Want Is To Be Believed': Sick With COVID-19 And Facing Racial Bias In The ER
October 21, 2020 · 5:01 AM ET

APRIL DEMBOSKY

6-Minute Listen

FROM KQEI



Neil deGrasse Tyson
@neiltyson

Replying to @choo_ek

FYI: When my 88 yr old father suffered his first stroke, the hospital staff in Connecticut were quite indifferent to him — an old dying Black man. The next day I hung bedside photos of him lecturing & getting an honorary doctorate. He was thereafter treated with great respect.

3:03 AM · Aug 8, 2020 · TweetDeck

What are some examples of implicit bias that can occur in an immunization setting?

Effects of Stress on Implicit Bias in Healthcare

Cognitive Overload



Stereotyping

Source: National Center for Cultural Competence at
Georgetown University



Recognizing and Addressing Implicit Bias





Self-Awareness

Identify your own
Implicit Biases

Understand the nature of
bias

Be comfortable with
discomfort

Practice Mindfulness



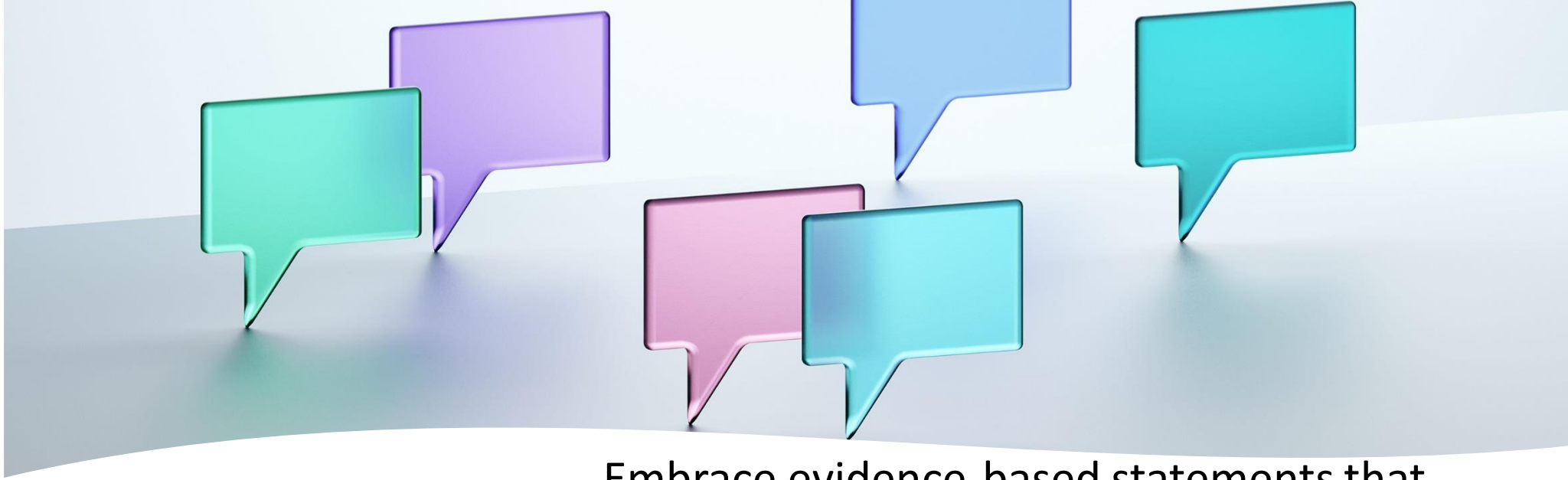
Before Interaction

Perspective-taking -
“Put yourself in their
shoes”

Slow Down –
Pause and reflect on
Potential Biases

Individuation –
See the individual,
not the stereotype





Embrace evidence-based statements that reduce implicit bias

Assiduously practice evidence-based medicine

Have a basic understanding of your patients' culture

Be the patient's partner in managing their health

Check Your Messaging



Keep Learning

Expand your network to include individuals from different groups

Practice cultural humility and critical self-reflection

Attend facilitated discussions and training sessions

Small Group Discussion: What Would You Do?

Acknowledging -- and Overcoming -- My Own Racial Bias

"What do white people know that we don't?"

"I'm sorry, what?"

I stared at the young woman sitting in front of me. Maybe I didn't understand what she was saying.

I thought she was just asking me about how vaccines work.

She was one of 10 community health workers in Harlem, all women of color, who worked to ensure good health among underserved patients in the area. I was there as a family medicine resident to learn about community medicine as a part of my medical training.

"What do white people know that we don't? Why are they choosing not to vaccinate their children? And why do doctors force us black folk to keep getting them?"

My jaw dropped.

Although I knew there was a contingency of individuals who, based on debunked studies and a distrust of the medical establishment, were against vaccinations, I had never thought about how race might impact the vaccine discussion. And I was sorely unprepared.



BIAS

Small Group Discussion: Debrief

Acknowledging -- and Overcoming -- My Own Racial Bias

Since then, I've adjusted my approach. I'm not confident that I've transcended my racial biases, but I'm working on it. A few months ago, I met a patient who was in my office for a quick follow-up visit. She was a woman of color, of Caribbean and Mexican heritage, a Ph.D. who studied racial disparities. Keeping to my task as a primary care physician, I encouraged her to get a flu shot.

"I wonder if you would be cornering me in the same way about vaccines if I was white," she said.

Her body language challenged me, her language sharpened, her willingness to participate in the conversation vanished. Her reaction surprised me. However, this time I was prepared.

"I would. Absolutely." I smiled. "But I'm curious. Share your experience with me -- about being a woman of color, about your view on vaccines. I'm interested, and I want to know what you think."



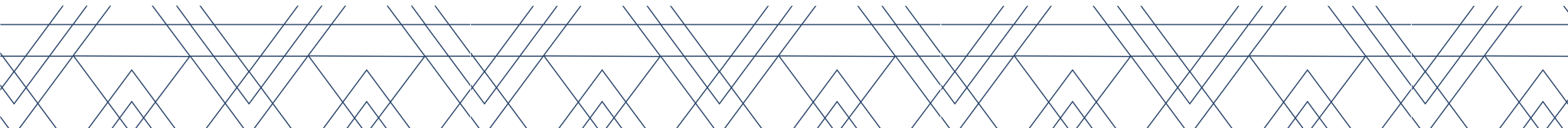
**What is one
action step
you will take
towards
understanding
and
addressing
implicit bias?**



Additional Resources

[AIM DEI Resources - Google Docs](#)

<https://docs.google.com/document/d/1NiKaRP7QW6eiz9prw5VOlyGYT0XuOUnjteYZv3aEdqM/edit>



Questions?

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(she/her/hers/siya)



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- <https://kitaconsult.com>



resource. engage. connect.

Upcoming Webinars

Webinar 3: Understanding How Racism Impacts Those Around Us

September 28 | 2-3pm EST

Speaker: Ku'ulani Keohokalole, People Strategies Hawai'i

Webinar 4: Understanding the Role of Systems in Being Anti-Racist

October 12 | 2-3pm EST

Speaker: Ku'ulani Keohokalole, People Strategies Hawai'i