

Implicit Bias Training

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Objectives



To understand the difference between explicit and implicit bias



To look at the causes of implicit bias including how they form and operate



To understand the effects of implicit bias and the harm it causes



To develop and implement strategies to recognize, interpret, and mitigate implicit bias

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Objective 1

TO UNDERSTAND THE DIFFERENCES BETWEEN
IMPLICIT AND EXPLICIT BIAS

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So what is implicit bias?

According to the National Institutes of Health, implicit bias is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors. Research has shown implicit bias can pose a barrier to recruiting and retaining a diverse workforce.

Source: <https://diversity.nih.gov/sociocultural-factors/implicit-bias>

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Types of Implicit Bias (not exhaustive list)

1. Beauty- assumptions about people's skills or personality based on their physical appearance and tendency to favor people who are more attractive
2. Confirmation- selective focus on information that supports your initial opinion
3. Horns- focus on one particular negative feature about a person that clouds your judgment
4. Attribution- tendency to attribute other people's success to luck or help from others and their failures on their own personal shortcomings
5. Anchoring- tendency to rely heavily on the first piece of information you are offered when making a decision

Source: Burton, L. What is unconscious bias in recruitment? Last assessed May 1, 2023. <https://www.highspeedtraining.co.uk/hub/types-of-unconscious-bias/#types>

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Various Types of Bias

ORGANIZATION VS. EXTERNAL
VS. INTERNAL



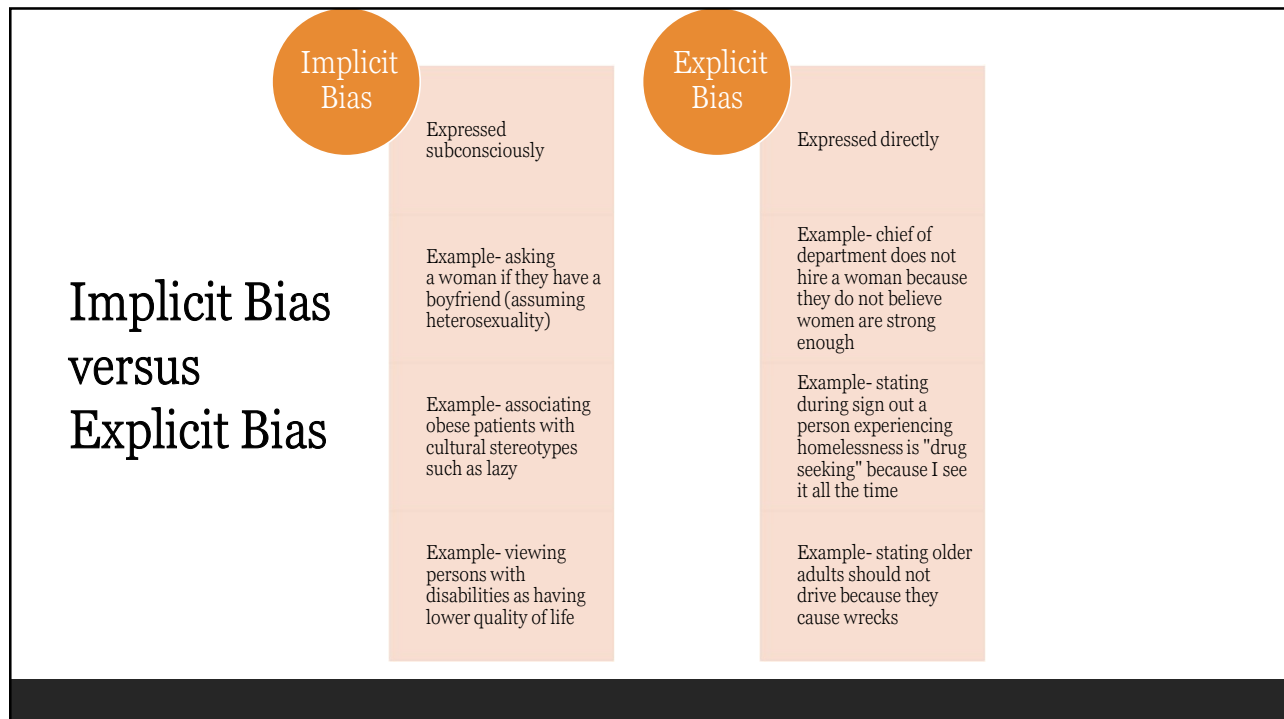
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So what is explicit bias?

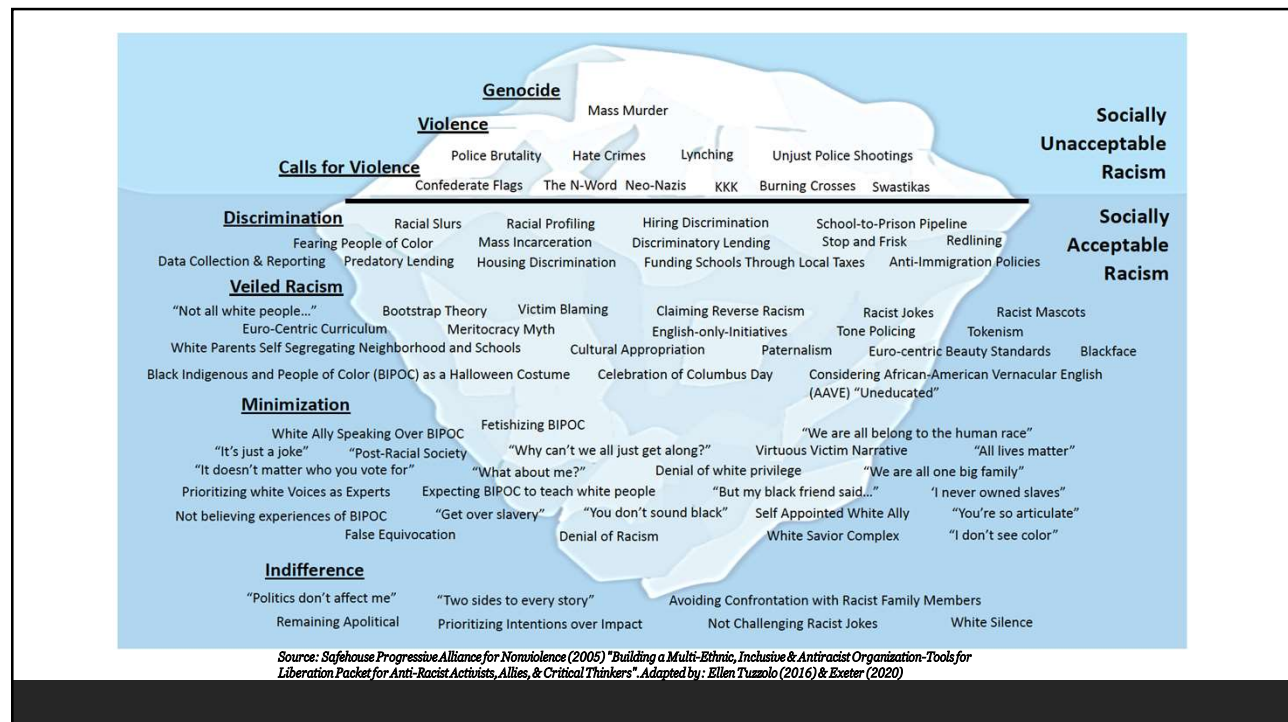
Explicit bias is the traditional conceptualization of bias. With explicit bias, individuals are aware of their prejudices and attitudes toward certain groups. Positive or negative preferences for a particular group are conscious. Overt racism and racist comments are examples of explicit biases.

Lorie Fridell, "This Is Not Your Grandparents' Prejudice: The Implications of the Modern Science of Bias for Police Training," Translational Criminology, Fall 2013: 10-11 & Understanding Bias-A Resource Guide: <https://www.justice.gov/file/1437326/download>

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Reflection	<table> <tr> <th>Statement^a</th><th>Possible related social categories^b</th></tr> <tr> <td>If I should need to move, I can be pretty sure of renting or purchasing a home in an area in which I can afford and in which I would want to live.^a</td><td>Race, ethnicity, religion, SES, sexual orientation</td></tr> <tr> <td>If I ask to talk to the person in charge, I will be facing a person similar to me.^a</td><td>Race, ethnicity, gender, sexual orientation</td></tr> <tr> <td>If I walk towards a security checkpoint in the airport, I can feel that I will not be looked upon as suspect.</td><td>Ethnicity</td></tr> <tr> <td>If I walk into an emergency room I can expect to be treated with dignity and respect.</td><td>Race, ethnicity, physical/mental ability, SES, sexual orientation, body type</td></tr> <tr> <td>If I walk through a parking garage at night I don't have to feel vulnerable.</td><td>Gender, age, body type</td></tr> <tr> <td>I can easily buy posters, postcards, picture books, greeting cards, dolls, toys, and children's magazines featuring people who look like me.^a</td><td>Race, ethnicity, body type</td></tr> <tr> <td>I can easily trust that anyone I'm speaking to will understand the meaning of my words.</td><td>Education, language</td></tr> <tr> <td>I can feel confident that my customers/patients feel that I am qualified upon first impression.</td><td>Race, ethnicity, age, gender, body type</td></tr> <tr> <td>When a customer/patient asks where I'm from, I simply think that it's because they're being friendly.</td><td>Ethnicity, language</td></tr> </table>	Statement ^a	Possible related social categories ^b	If I should need to move, I can be pretty sure of renting or purchasing a home in an area in which I can afford and in which I would want to live. ^a	Race, ethnicity, religion, SES, sexual orientation	If I ask to talk to the person in charge, I will be facing a person similar to me. ^a	Race, ethnicity, gender, sexual orientation	If I walk towards a security checkpoint in the airport, I can feel that I will not be looked upon as suspect.	Ethnicity	If I walk into an emergency room I can expect to be treated with dignity and respect.	Race, ethnicity, physical/mental ability, SES, sexual orientation, body type	If I walk through a parking garage at night I don't have to feel vulnerable.	Gender, age, body type	I can easily buy posters, postcards, picture books, greeting cards, dolls, toys, and children's magazines featuring people who look like me. ^a	Race, ethnicity, body type	I can easily trust that anyone I'm speaking to will understand the meaning of my words.	Education, language	I can feel confident that my customers/patients feel that I am qualified upon first impression.	Race, ethnicity, age, gender, body type	When a customer/patient asks where I'm from, I simply think that it's because they're being friendly.	Ethnicity, language
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Source: Holm AL, Roue Gorosh M, Brady M, White Perkins D. Recognizing privilege and bias: an interactive exercise to expand health care providers' personal awareness. Acad Med. 2017;92(3):360-364

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Objective 2

TO LOOK AT THE CAUSES OF IMPLICIT BIAS INCLUDING HOW THESE BIASES FORM AND OPERATE

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How does
implicit bias
form?

American Psychological Association states implicit bias is thought to be shaped by experience and based on learned associations between particular qualities and social categories including race and/or gender

Source: <https://www.apa.org/topics/implicit-bias>. Last accessed 8 June 2023

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What influences implicit bias?

Life
experiences

Family

Social
media

Community

TV

Friends

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Objective 3

TO UNDERSTAND THE EFFECTS OF IMPLICIT BIAS
AND THE HARM IT CAUSES

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Article: Implicit Racial/Ethnic Bias Among Health Care Professionals and Its Influence on Health Care Outcomes: A Systematic Review

"Most health care providers appear to have implicit bias in terms of positive attitudes toward Whites and negative attitudes toward people of color. Future studies need to employ more rigorous methods to examine the relationships between implicit bias and health care outcomes. Interventions targeting implicit attitudes among health care professionals are needed because implicit bias may contribute to health disparities for people of color."

(Am J Public Health. 2015 Dec;105(12):e60-76. doi: 10.2105/AJPH.2015.302903. Epub 2015 Oct 15.)

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Article: Detecting implicit racial bias in provider communication behaviors to reduce disparities in healthcare: Challenges, solutions, and future directions for provider communication training

"With the identification of specific provider communication behaviors that mediate the link between provider implicit racial bias and racial/ethnic minority patient outcomes, researchers can finally begin developing culturally-respectful and personally-tailored communication skills training and other interventions targeting patient-provider interactions to reduce racial/ethnic disparities in healthcare and health."

(Patient Educ Couns. 2019 Sep; 102(9): 1738–1743. Published online 2019 Apr 19. doi: [10.1016/j.pec.2019.04.023](https://doi.org/10.1016/j.pec.2019.04.023))

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Implicit Bias and Patient Outcomes

Race plays a significant role as a determinant of health in the United States. Racial disparities in all-cause and infant mortality are larger now than they were in 1950. The persistence of racial inequalities in health must be understood in light of the persistence of racialized social structures that affect health status in multiple ways.

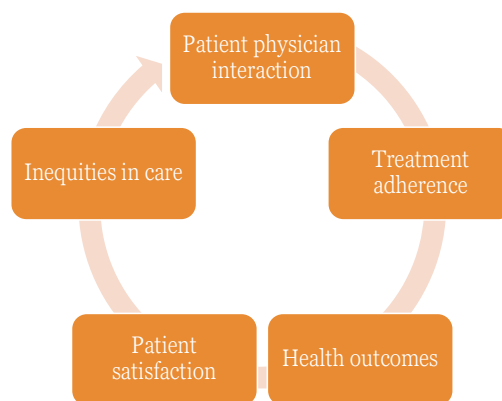
(Racial/Ethnic Discrimination and Health: Findings From Community Studies: Am J Public Health. 2008 September; 98(Suppl 1): S29–S37. doi: 10.2105/ajph.98.supplement_1.s29)

There is evidence to suggest that socioeconomic factors, lack of access to healthcare, the presence of bias, and deficient skin cancer education among non-White populations as well as lack of physician training may contribute to the disparity in mortality rates related to melanoma in this group. These findings apply to other areas of medicine besides dermatology, where patients of color are at an increased risk for poor health outcomes.

(The Bias of Physicians and Lack of Education in Patients of Color With Melanoma as Causes of Increased Mortality: A Scoping Review: Cureus. 2022 Nov; 14(11): e31669. Published online 2022 Nov 19. doi: 10.7759/cureus.31669)

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Effects of Implicit Bias



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Objective 4

TO DEVELOP AND IMPLEMENT STRATEGIES TO RECOGNIZE,
INTERPRET, AND MITIGATE IMPLICIT BIAS

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Strategies to Recognize

- Self-evaluation and reflection
 - Harvard Implicit Association Test (<https://implicit.harvard.edu/implicit>)
 - Self-reflection survey (see supplemental)
 - Build empathy



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Intervene



Build new associations- collect information that is opposite of cultural stereotypes that limit implicit bias



Increase opportunities for contact with individuals from different groups

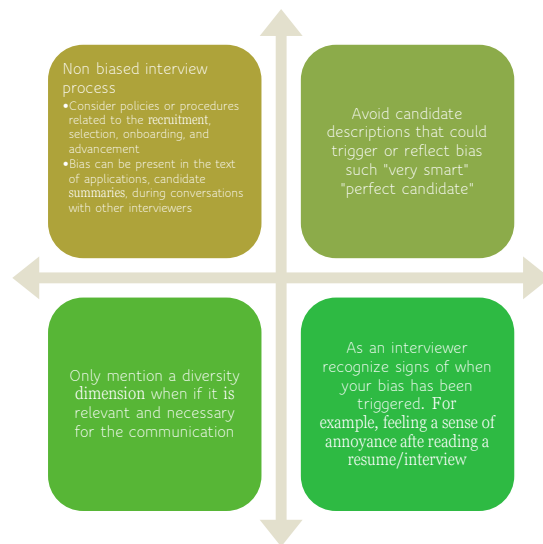


Team approach

Source: Teal, C.R., et al., *Helping Medical Learners Recognize and Manage Unconscious Bias Toward Certain Patient Groups*. *Medical Education*, 2012. 46(1): p. 80-88
 Byrne, A. and A. Tanesini, *Instilling New Habits: Addressing Implicit Bias in Healthcare Professionals*. *Advances in Health Sciences Education*, 2015. 20: p. 1255-1262

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Institutional Mitigation Strategies- Hiring Process



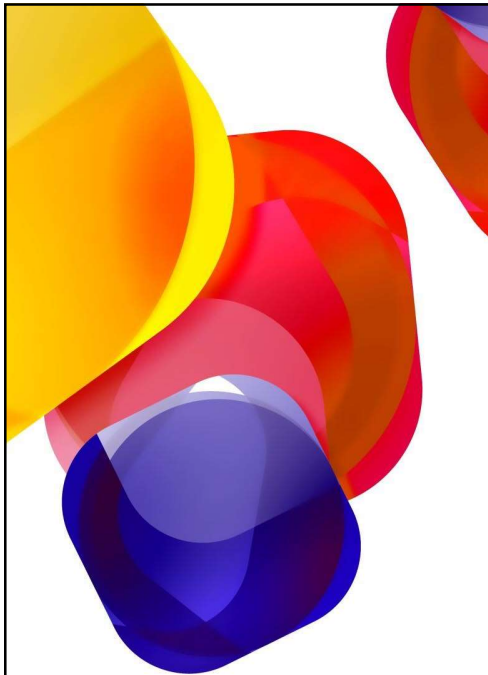
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Institutional Mitigation Strategies

1. Diversity, Equity, and Inclusion (DEI) Training
2. Equity coaching
3. Develop DEI Metrics
4. Act on DEI gaps
5. Evaluate the clinical and organizational culture

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IMPLICIT

MITIGATING PERSONAL BIAS

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I

Introspection- explore and identify your own prejudices by taking implicit association tests and other means of self-evaluation

Source: AAFP. FPM Editors. https://www.aafp.org/pubs/fpm/blogs/inpractice/entry/implicit_bias.html Posted August 16, 2019

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M

Mindfulness- people tend to give into their biases under pressure, practice ways to reduce stress and increase mindfulness

Slow thinking

Source: AAFP. FPM Editors. https://www.aafp.org/pubs/fpm/blogs/inpractice/entry/implicit_bias.html Posted August 16, 2019

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P

Perspective taking- Consider experiences from the point of view of the person being stereotyped. You can do this by reading or watching content that discusses those experiences or directly interacting with people from those groups

Source: AAFP. FPM Editors. https://www.aafp.org/pubs/fpm/blogs/inpractice/entry/implicit_bias.html Posted August 16,2019

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L

Learn to slow down- Before interacting with people from certain groups, pause and reflect to reduce reflexive actions. Consider positive examples of people from that stereotyped group, such as public figures or personal friends.

Source: AAFP. FPM Editors. https://www.aafp.org/pubs/fpm/blogs/inpractice/entry/implicit_bias.html Posted August 16,2019

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Individuation: Evaluate people based on their personal characteristics rather than those affiliated with their group. This could include connecting over shared interests

Source: AAFP. FPM Editors. https://www.aafp.org/pubs/fpm/blogs/inpractice/entry/implicit_bias.html Posted August 16, 2019

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C

Check your messaging: As opposed to saying things like “we don’t see color,” use statements that welcome and embrace multiculturalism or other differences.

Source: AAFP. FPM Editors. https://www.aafp.org/pubs/fpm/blogs/inpractice/entry/implicit_bias.html Posted August 16, 2019

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I

Institutionalize fairness: Support a culture of diversity and inclusion at the organizational level. This could include using an equity lens to identify your group's blind spots or reviewing the images in your office to see if they further or undercut stereotypes.

Source: AAFP. FPM Editors. https://www.aafp.org/pubs/fpm/blogs/inpractice/entry/implicit_bias.html Posted August 16, 2019

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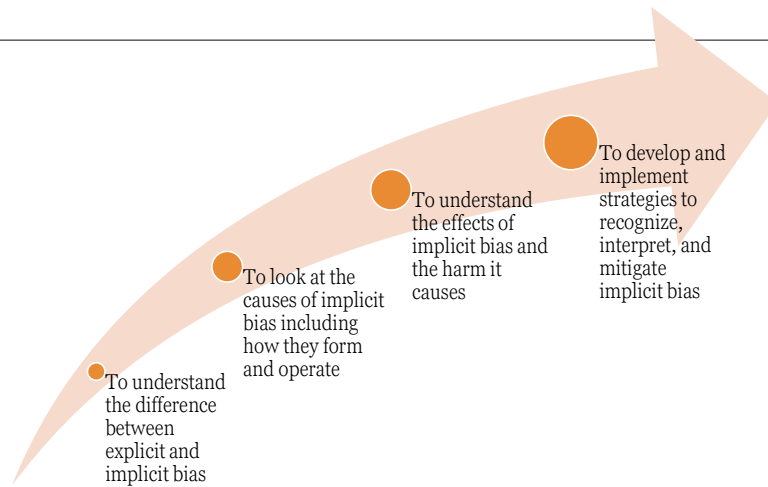
T

Take two: Resisting implicit bias is a continuous lifelong process. You have to constantly restart the process and look for new ways to improve

Source: AAFP. FPM Editors. https://www.aafp.org/pubs/fpm/blogs/inpractice/entry/implicit_bias.html Posted August 16, 2019

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Objectives Recap



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Thank you for your time and attention!



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