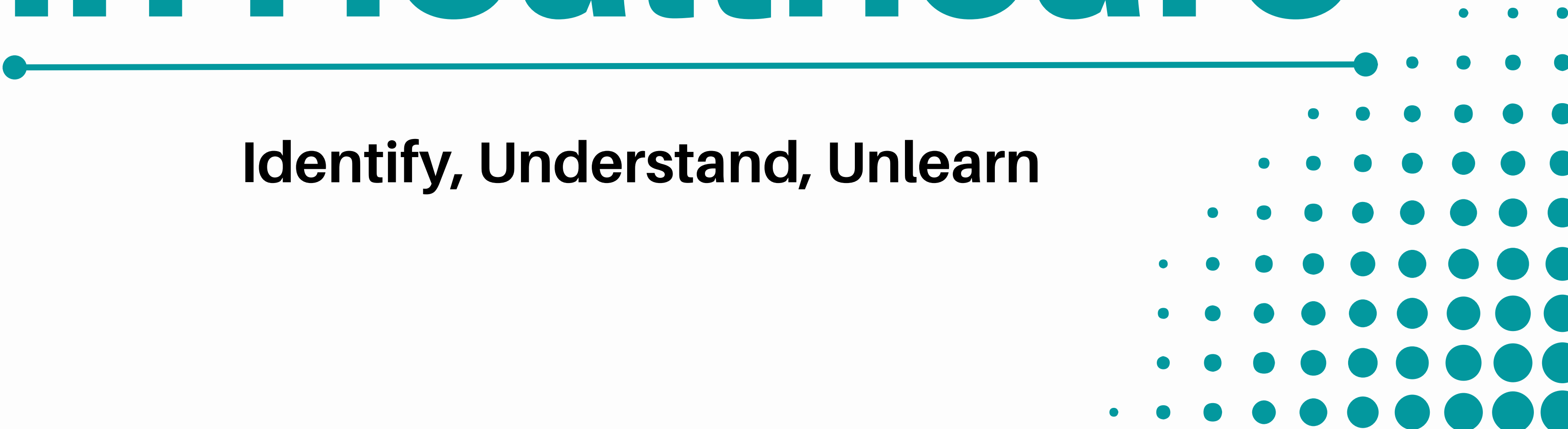


Implicit Bias in Healthcare

A decorative graphic consisting of a horizontal teal line with circular endpoints, and a grid of teal dots of varying sizes arranged in a pattern that tapers to the right, located in the bottom right corner of the slide.

Identify, Understand, Unlearn

Overview

What is Implicit Bias

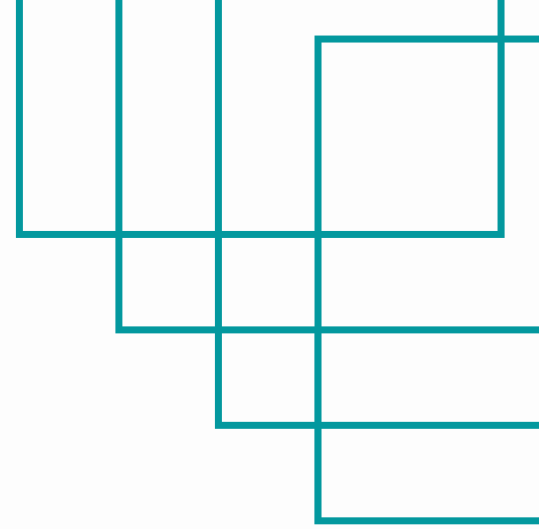
Recognition of Implicit Bias

How Bias Manifests

Implicit Bias in Healthcare

Reducing Bias

Ongoing Education





Bias Identification

What did you notice first?

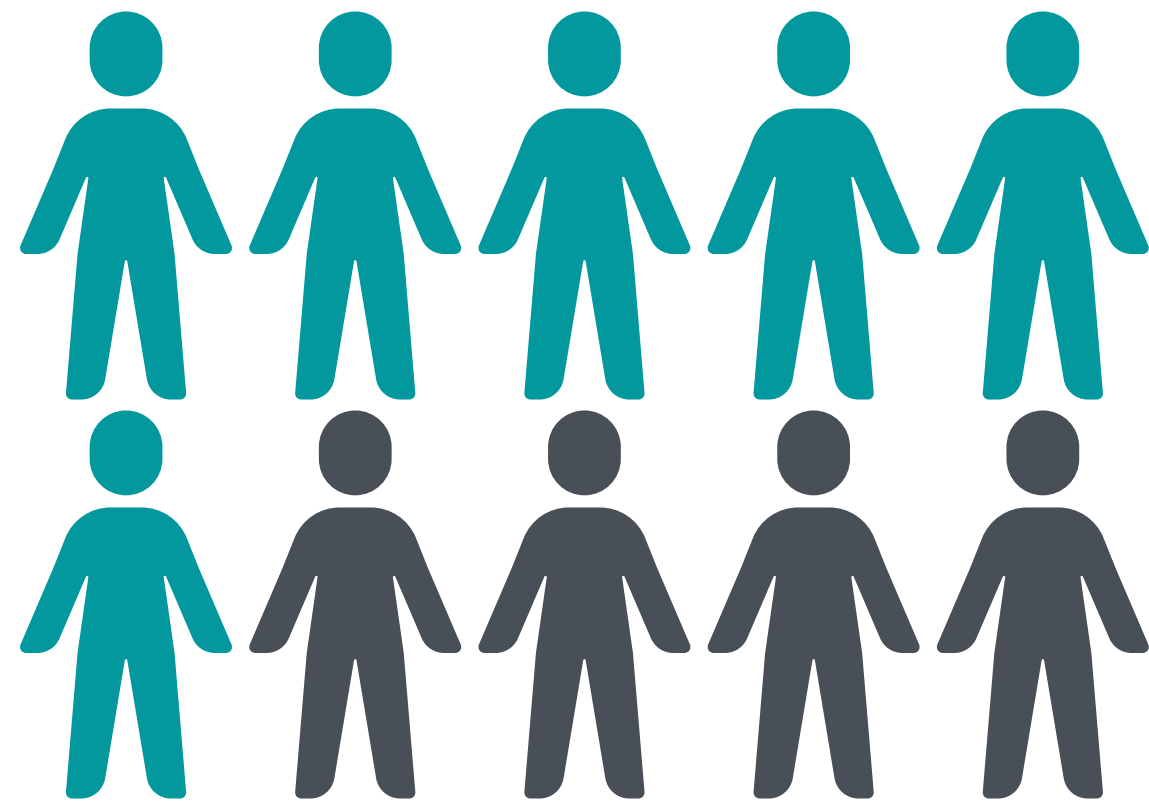
What is your impression of the family?

What is an assumption you might make about them?

What are the positive things you see in this photo?



What is Implicit Bias?



“The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.”



How are they Developed?

Stereotypes from the media

Our own experiences

Experiences of others

Observations

Assumptions

Myths

- Only some people have bias (Aka: "I don't do that").
- Implicit bias doesn't affect health outcomes.
- Since implicit bias is unconscious, there's nothing I can do about it.

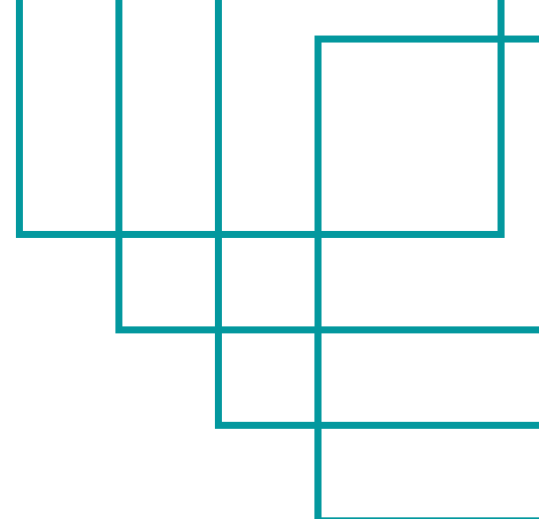
Facts

- Everyone has implicit Bias
- Bias can affect experience and health outcomes.
- There are steps you can take to mitigate bias.

Action Steps

- Acknowledge the existence of the implicit bias.
- Learn how implicit and explicit bias affect outcomes.
- Examine your own biases, practice empathy, be on the same team.

Impact on BIPOC Communities



- **48.7% of U.S medical students surveyed reported being exposed to negative comments about BIPOC patients.**
- **33% of BIPOC adults are less likely to receive mental health services.**
- **BIPOC infants are twice as likely to die compared to White infants (9.05 vs 4.4)**



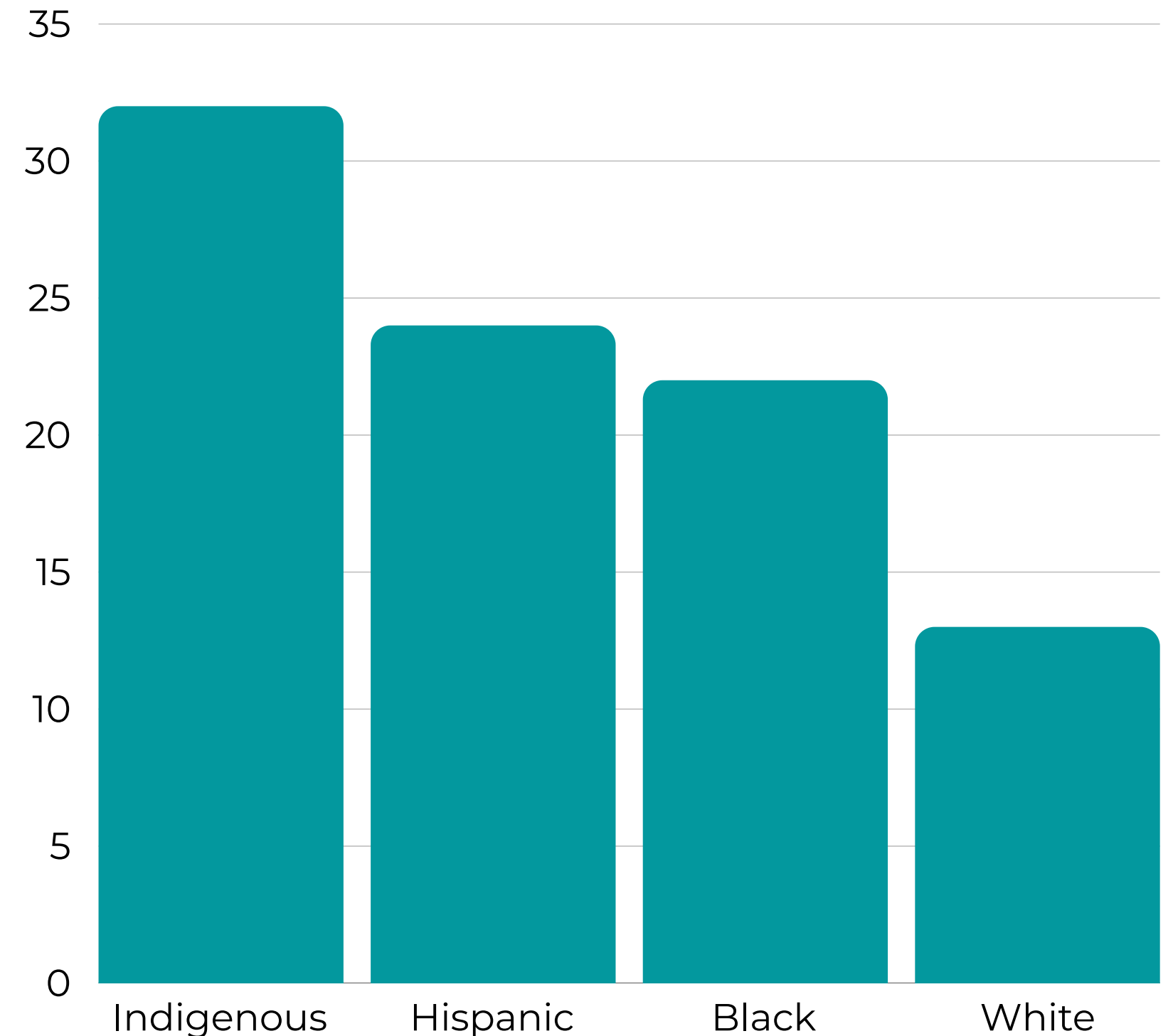
Impact on BIPOC Communities

TOP 4 TYPES

of **Mistreatment** during childbirth by health care providers.

- Being shouted at or scolded
- Ignoring women, refusing their request for help, or failing to respond to requests for help in a timely manner
- Violation of physical privacy
- Threatening to withhold treatment or forcing them to accept treatment they did not want.

People of Color experience more mistreatment in maternal care



Challenges:

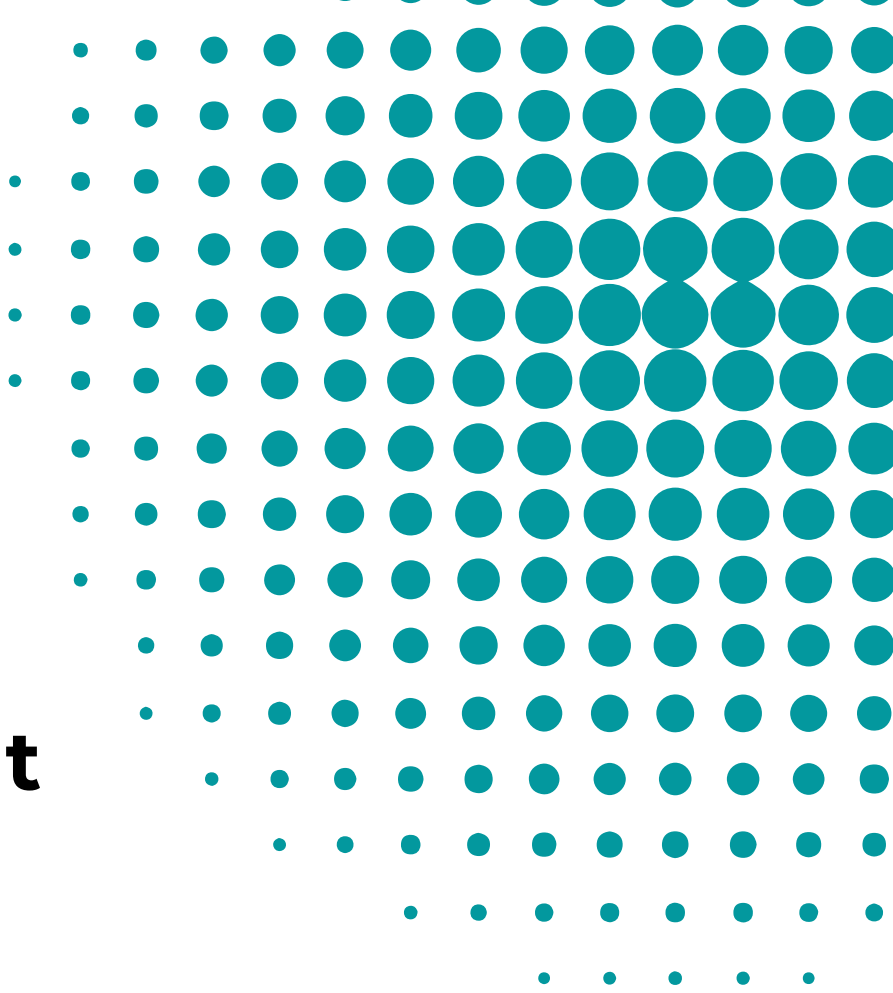
- Access to prenatal care and insurance coverage
- Discrimination and racism
- Not believing mother, not believing their experience of pain.
- Pregnancy Complications
- Lack of education and information about available doula services
- Lack of Diverse Providers
- Lack of Trust in providers
- Providers not listening to mothers
- Lack of Social Support
- Lack of PostPartum care

"I had a provider that looked like me, and I wonder would it have been a different conversation if that wasn't the case."

"That's the difference, is having providers that know what black women are up against in this space..."

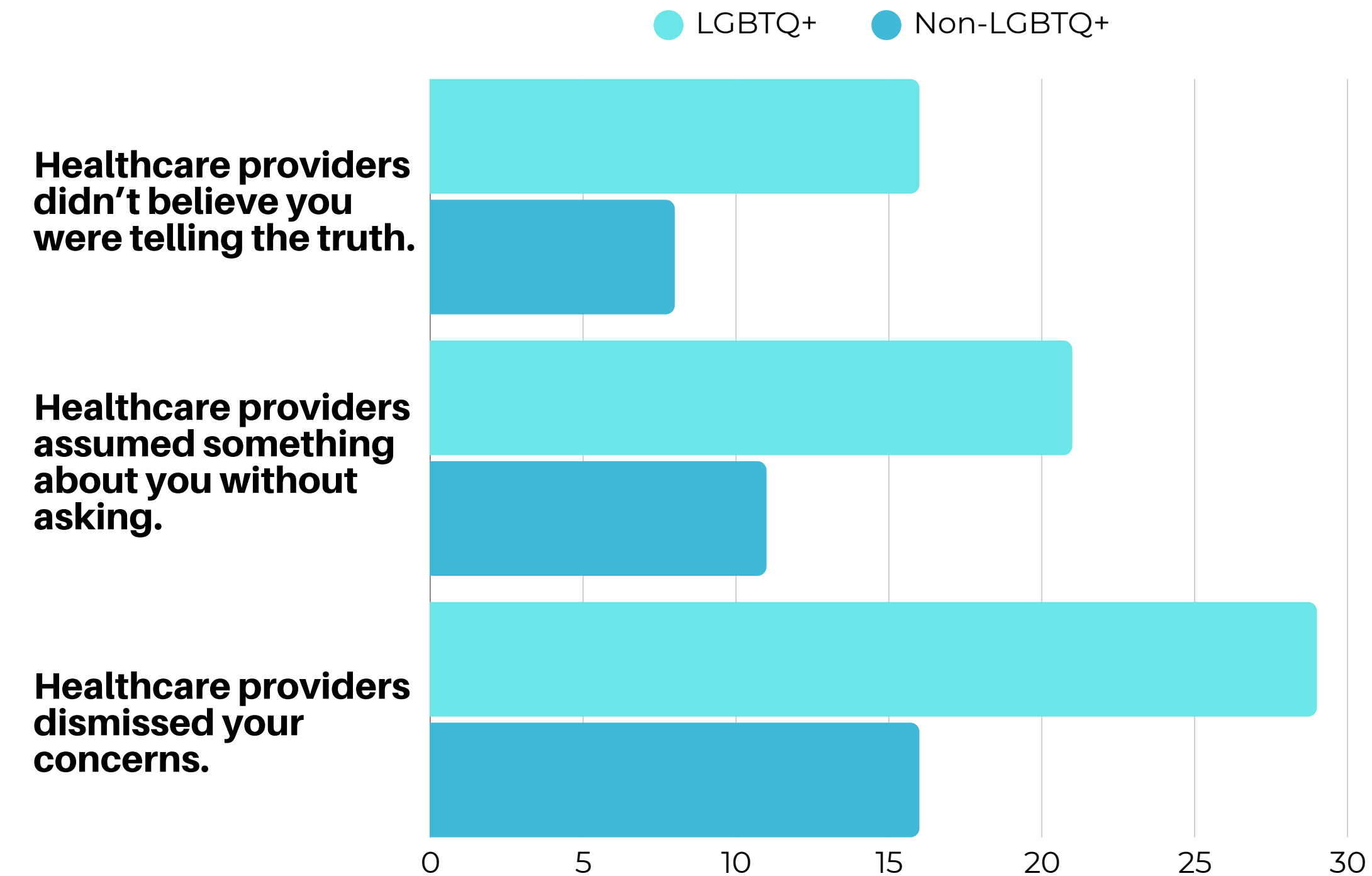
People treat us differently, like we aren't feeling the pain that we are experiencing."

Impact on LGBTQIA+ Communities



- **24% of transgender patients (6,651) reported verbal harassment or refusal of treatment because of their gender identity.**
- **30 states either completely ban or heavily restrict transgender healthcare.**
- **80% of nurses (679) exhibited more negative evaluations of lesbian and gay people compared to heterosexual people that were outside of their conscious awareness.**

Impact on LGBTQIA+ Communities

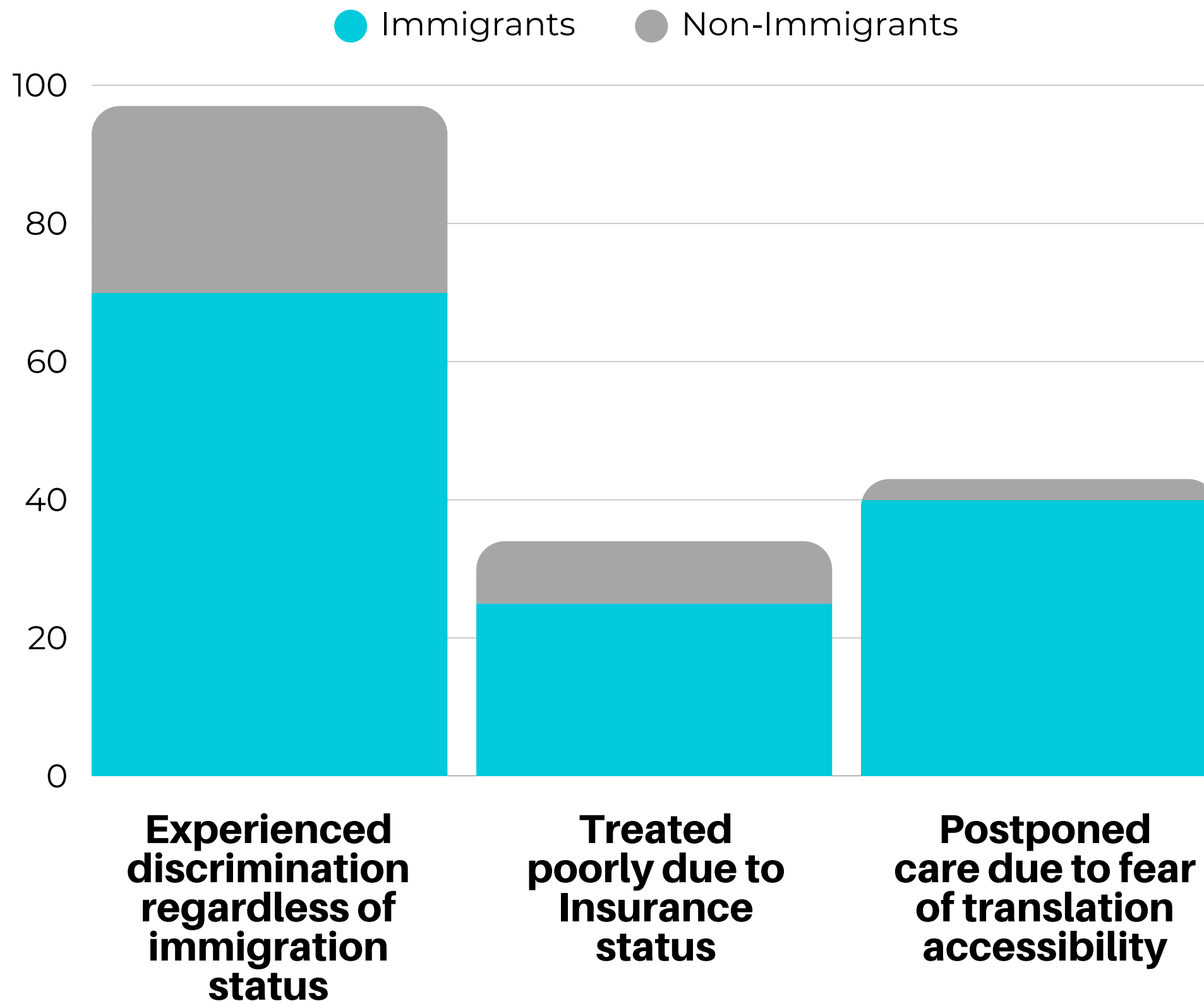


TOP 4 TYPES

of **Mistreatment** by health care providers.

- Refused medical treatment related to transition.
- Refused medical treatment related to gender identity.
- Intentionally misgendered during treatment.
- Harsh and/or abusive language during treatment.

Impact on LGBTQIA+ Communities



TOP 4 TYPES

of **Mistreatment** by health care providers.

- Discrimination regardless of immigration status.
- Harsh and/or abusive language during treatment.
- Denied respectful and culturally competent maternal care.
- Delayed pain management care.



- Shakima Tozay
- 37 years old
- 26 weeks pregnant
- Gravida 2 / Para 0
- Diagnosed with Preeclampsia



- Jesse Hammons
- Transgender man
- History of severe Endometriosis
- Doctor referral for hysterectomy

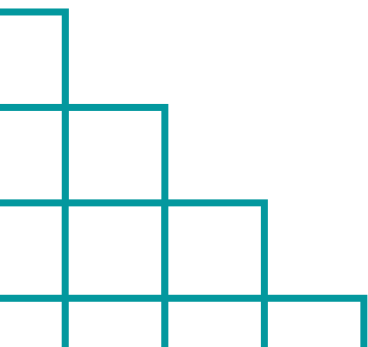


Project Implicit®

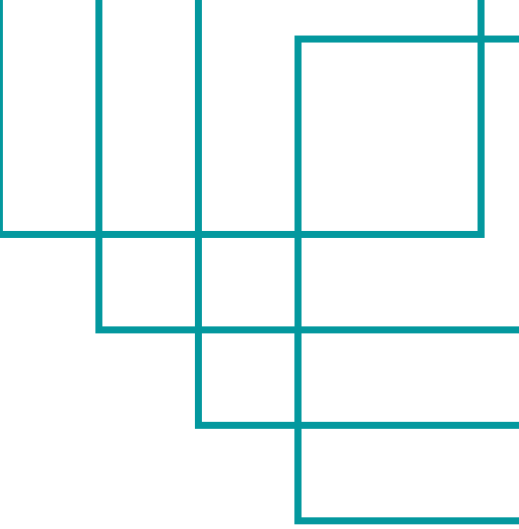
www.implicit.harvard.edu

Strategies for Reducing Implicit Bias

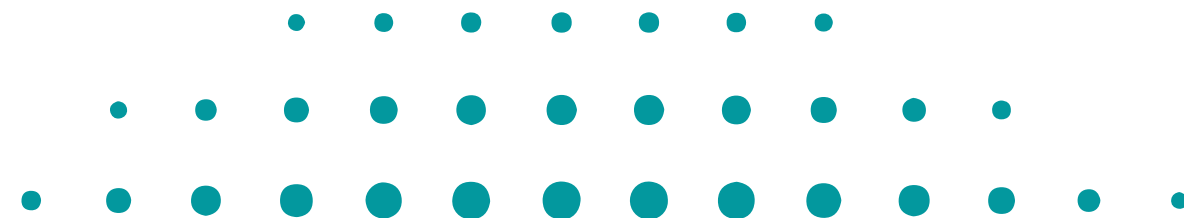
- Increase Self-Awareness
- Engage in Continuous Education
- Create an Inclusive Work Environment
- Monitor and Evaluate Progress



Being a Patient Advocate



- Active Listening
- Transparent patient education
- Offer Resources
- Encourage Participation
- Follow Up



Continuing Education



Movies

BIPOC:

- Daughters of Dust - 1991
- Selma - 2015
- Stand and Deliver - 1988
- Paper Children - 2017
- The Chinese Exclusion act - 2017
- Asian Americans (2020-present)

LGBTQ+:

- Tongue Tied - 1989
- Disclosure - 2020
- The Miseducation of Cameron Post - 2018
- Transhood - 2020

Podcasts

BIPOC:

- This is Not Church PodCast
- Counter Stories
- Latinas from the Block to the Boardroom
- Dreaming in Color
- Conversations with your Chinese Auntie
- Introspectives

LGBTQ+:

- Left of Str8 Show
- Be a Better Ally
- Beyond the Rainbow
- Gayish Podcast

Youtube

BIPOC:

- Jouelzy
- The Black Experience
- BIPOC Experience for Future Healthcare Professionals
- Steven Lim

LGBTQ+:

- PinkNews
- Queer News Tonight
- Queer Stories
- Human Rights Campaign



Resources

Websites:

Project Implicit - <https://implicit.harvard.edu/implicit/>

QSEN Institute - <https://www.qsen.org>

Books:

Just Medicine: A Cure for Racial Inequality in American Healthcare

Dayna Bowen Matthew

Blindspot: Hidden Biases of Good People

Mahzarin R. Banaji and Anthony G. Greenwald

Conclusion

- Recognition of Implicit Bias
- Implicit Bias in Healthcare
- Tools and Strategies
- Patient Advocacy
- Ongoing Education

