

Implicit Bias in Health Organizations

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Learning Objectives

- Explain what bias is and where it comes from
- Describe the impacts of bias
- Identify personal and organizational practices to reduce the impacts of bias

What is Bias?

- Bias is:
 - Explicit Bias:
 - Implicit Bias:
- How are these terms related to each other?

_____ -> _____ -> _____

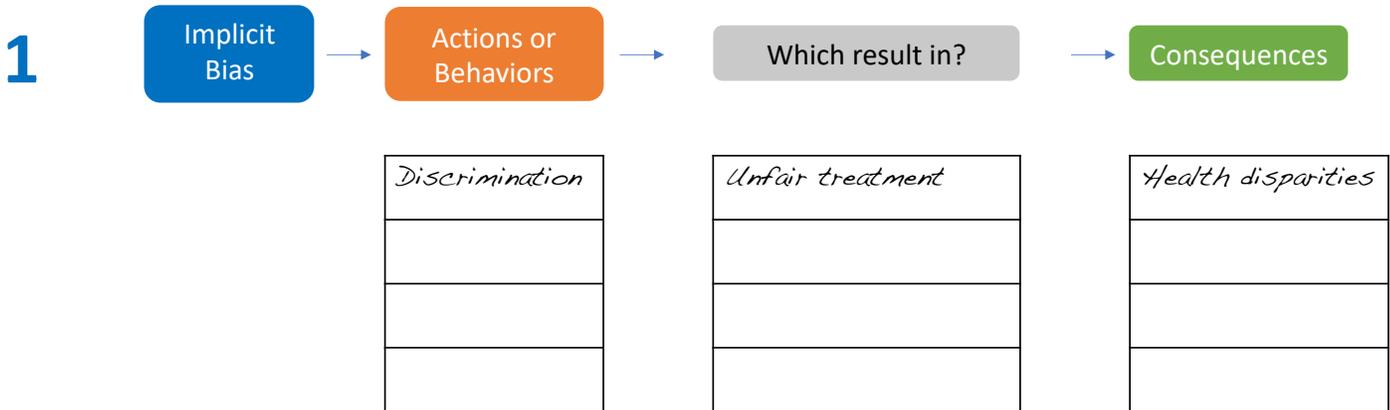
Activity

Picture 1	
Picture 2	
Picture 3	



What was that activity like for you?
When you think about your "gut reaction", did you see any implicit biases at work?

Why Should We Address Bias?



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Discuss: Why is it beneficial to our group to actively prevent bias from affecting decision-making? How does it benefit us, our members, and our partners?

Personal Strategies for Decision-Making

Write Ideas Here

Self-check	<ul style="list-style-type: none">• Take some implicit association tests• Do an "audit"
Quality time	<ul style="list-style-type: none">• "Exposure to a positive exemplar"
Practice individuation	<ul style="list-style-type: none">• Focus on the individual attributes of a particular member or partner
Increase "perspective taking"	<ul style="list-style-type: none">• Make time to imagine yourself in another person's shoes• (In medical professions, empathy can decrease over time)
Manage stress	<ul style="list-style-type: none">• Keep System 1 and System 2 in balance• Mindfulness or meditation practice
Slow down decisions	<ul style="list-style-type: none">• Would this decision stand up to review?• What objective criteria am I using to make this decision?



Which of these strategies seem feasible? How could you implement them?

Organizational Strategies

- Make an organizational commitment
- Conduct an organizational assessment
- Audit and diversify recruitment strategies
- Follow decision-making processes that are inclusive and representative
- Increase tracking, transparency, and accountability through data/metrics



Which of these strategies seem feasible? How could you implement them?

Thank you for your participation today! Did this presentation bring something up for you? Ideas or feelings, or something that I could do better? Please let me know! Cleveland.Phibbs@gmail.com