



Implicit Bias

Linda Grace Solis, Ph.D.

Assistant Professor

University of the Incarnate Word
School of Osteopathic Medicine



Learning Objectives

At the end of this presentation you will be able to:

- Define the term “implicit bias”
- Describe the relationship between the formation of personal identity and implicit bias
- Recognize ways implicit bias affects relationships with students, colleagues, and patients

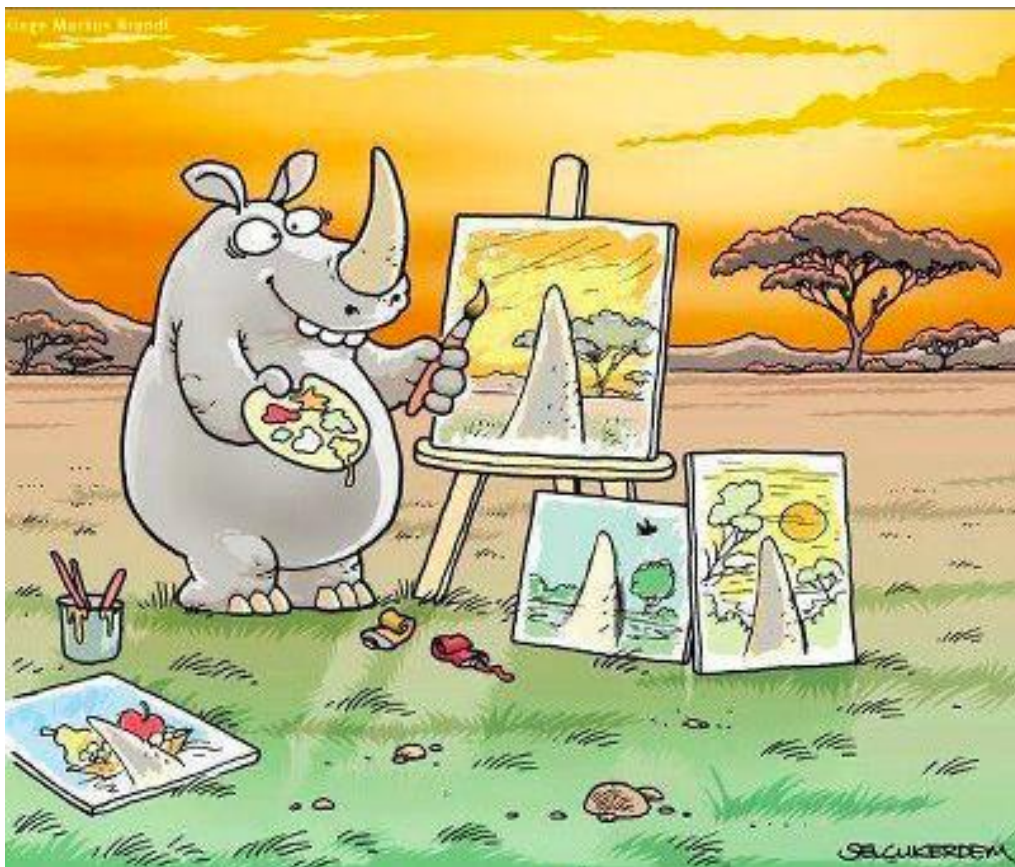


Ground Rules

- Be kind
- Be open minded
 - Be humble
 - Be thoughtful
- Be willing to hear other points of view
 - **Be respectful**



We see the world not as it is, but as we are.





The Importance of Identity

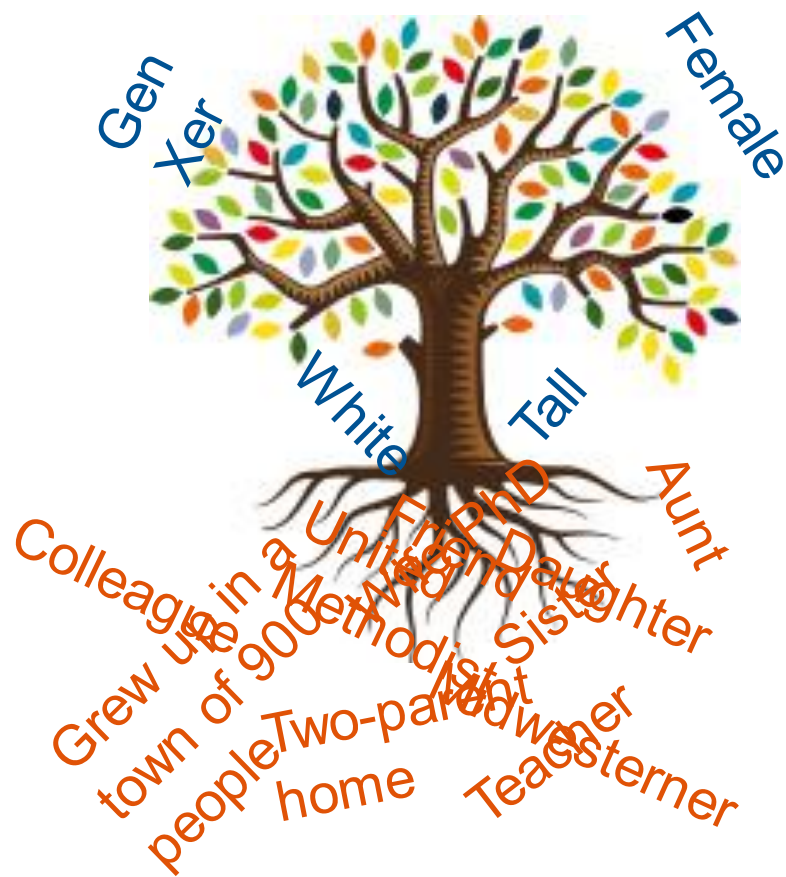




How do you identify?

What is visible to others (the leaves, branches, and trunk of the tree)?

What is invisible, but forms the foundation of who you are (the roots of the tree)?




Who Am I?

Reflect and Discuss

- Identify a *visible* piece of your identity
 - How does this piece of you affect how the world sees you?
- Identify an *invisible* piece of your identity
 - How does this piece of you affect how you see the world?

Be prepared to share your thoughts





*Begin challenging
your own
assumptions. Your
assumptions are
your windows on
the world. Scrub
them off once in a
while, or the light
won't come in*

Alan Alda (not a doctor, but he
played one on tv!)



<https://www.nbcnews.com/pop-culture/tv/former-tv-doctors-get-back-their-scrubs-cigna-commercial-n645986>

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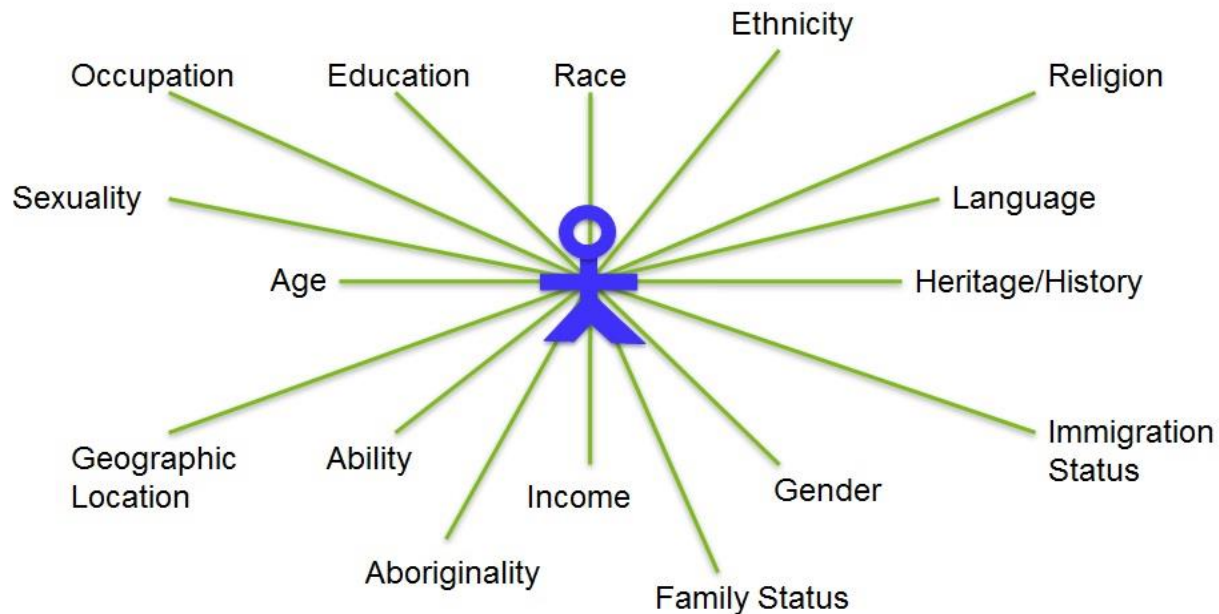
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Implicit Bias



Discussions about implicit bias can lead to some uncomfortable conversations...



Implicit Bias

- What is it?
 - A prejudice we have or an assumption we make about another person based on common cultural stereotypes, rather than on thoughtful judgement
- Who has it?
 - Everyone!
- Why?
 - Because we humans have a natural tendency to make associations to help us organize our social worlds



Practical Consequences of Our Implicit Biases

- Leads to dissatisfaction and lack of productivity in the workplace
- Impacts hiring and evaluation practices
- Impacts our relationships with coworkers and with our patients
- Affects communication and feedback
- Affects leadership selection





Micro-messages



Micro-messages



Micro-inequities

- Hard to prove
- Often unconscious
- Cause recipient (and empathetic bystanders) to feel...
 - Devalued
 - Slighted
 - Discouraged
 - Excluded

Micro-affirmations

- Intentional
- Conscious practice of common courtesy
- Cause people to feel...
 - Valued
 - Included
 - Encouraged

Subtle & Powerful



Micro-Messaging in Action



Micro-inequities

- Interrupting
- Leaving someone out of a discussion or project
- Not paying full attention during a conversation
- Not being introduced
- Avoiding eye contact
- Eye rolling when someone speaks
- Mispronouncing or misspelling names

Micro-affirmations

- Seeking input
- Including someone on an email
- Attending conscientiously to the conversation
- Making sure everyone at the table knows one another
- Making eye contact
- Smiling when someone walks into the room
- Asking, “How do you pronounce your name?”





A Tool Kit

What can / do about all this?

Photo is of a Civil War era (1862) military-issued surgical and dental set

Ok, so I have biases. What do I do about it?

- Increase your self-awareness
- Uncover your biases
- Reflect on why you have these biases
- Reflect on how your biases affect your daily interactions
- Learn to slow your “fast brain”
- Observe the people around you. Watch for, and practice, micro-affirmations. Watch for, work against, micro-inequities



Capture and examine your first thought
before you speak

Keep a journal

Reflect daily

Observe
yourself

Awareness is the greatest
agent for change.

Eckhart Tolle

quote fancy

Ask for
feedback

Develop a habit
of mindfulness

Ask trusted friends to describe you



Uncovering Your Biases:

Project Implicit

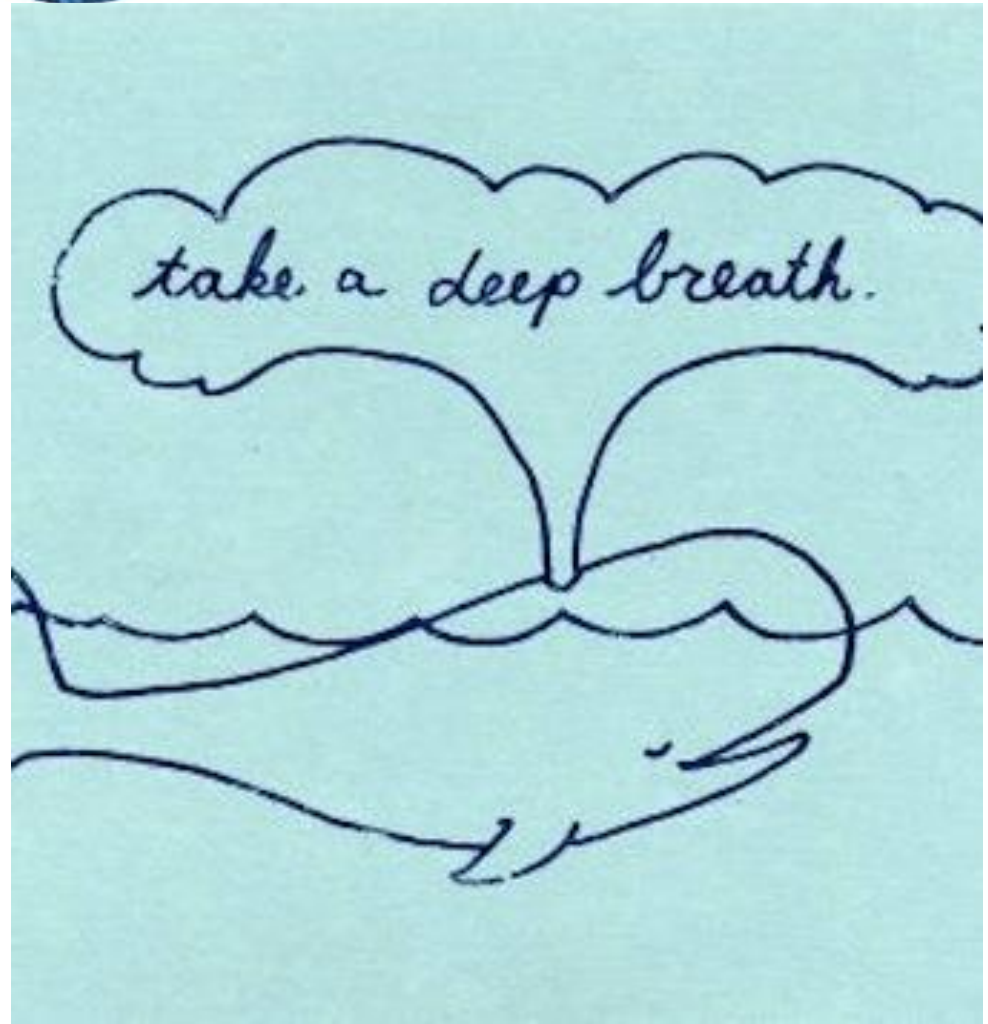
- Uses a common measure of implicit bias called the Implicit Association Test, or the IAT
 - IAT requires test-takers to rapidly match images of individuals of different demographics to pictures or words of varying pleasantness
 - The quick associations that the test-takers must make reveal their implicit biases





Actually...take three or four!

This will create a
space in which you can
switch from “fast brain”
thinking to “slow brain”
thinking





Practice the P.A.U.S.E.

- **P**ay attention to what's happening beneath the judgments
- **A**cknowledge your own reactions, interpretations, and judgments
- **U**nderstand the other possible reactions, interpretations, and judgments that may be possible
- **S**earch for the most empowering, productive way to deal with the situation
- **E**xecute your plan

L.I.V.E. Micro-affirmations



Listening

- Make eye contact
- Pay attention to what others have to say
- Don't interrupt



Including

- Invite others to participate
- Invite others to socialize
- Keep everyone in the loop



Valuing

- Give credit where it's due
- Encourage strengths
- Acknowledge accomplishments



Engaging

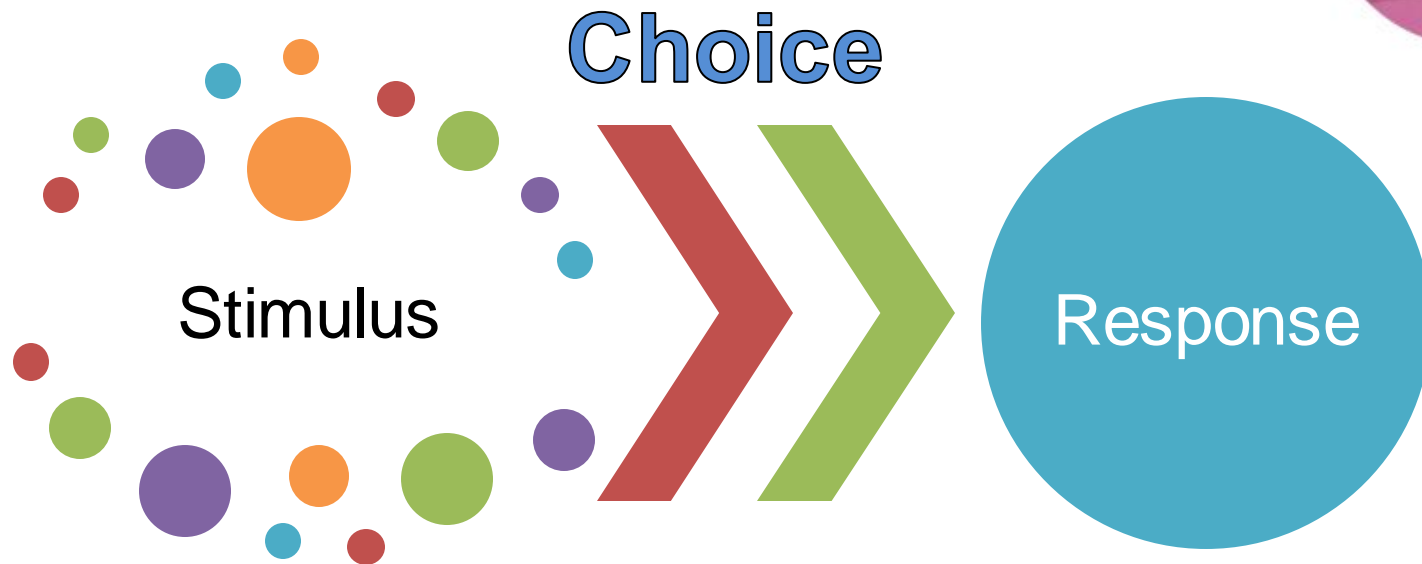
- Say hello and goodbye
- Give equal time to everyone
- Ask for input



Reflect

- What biases might I have?
- What in my identity might have led to these biases?
- What micro-inequities might I have perpetrated?
- How might I incorporate micro-affirmations in my interactions?





Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.

~Viktor E. Frankl

Want to continue the conversation?

- lgolis1@uiwtx.edu

I look forward to hearing from you!



Resources

- Project Implicit
<https://implicit.harvard.edu/implicit/>
- Ross, H.J. (2014). *Everyday bias*. London: Rowman and Littlefield.
- Banaji, M.R. & Greenwald, A.G. (2013). *Blindspot: Hidden biases of good people*. New York: Delacorte Press.

