

Implicit Bias Training: Creating a Safe and Inclusive Learning Environment

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Purpose

- Create a space for learners to talk about their identities and experiences in a more personal way than they might otherwise
- Discuss intersectionality in the context of health care

Identity Signs



Ground Rules

- What you share within the context of the group is confidential, honored, and respected.
- Use “I” statements to avoid speaking for another person or for an entire group.
- Focus on your own experiences and avoid critiquing others’ experiences.
- Be honest and willing to share. If you tend to be quiet in groups, challenge yourself to share.
- Resist the desire to interrupt.
- Be mindful of time.

The part of my identity that I am most aware of on a daily basis is _____.

The part of my identity that I am the least aware of on a daily basis is _____.

The part of my identity that I wish I knew more about is _____.

The part of my identity
that provides me the most
privilege is _____.

The part of my identity
that I believe is the most
misunderstood by others
is _____.

The part of my identity that I feel is difficult to discuss with others who identify differently is _____.

The part of my identity that makes me feel discriminated against is _____.

Reflection

- How did it feel to do this activity?
- What did you find surprising?
- What do you want to explore further?



Takeaways

- Human lives cannot be reduced to single characteristics.
- Human experiences cannot be accurately understood by prioritizing any one single factor over another.
- Categories such as race/ethnicity, gender, class, and ability are socially constructed, fluid, and flexible.
- Identities are inseparable and shaped by interactions between social processes and structures influenced by time and place.

What Is Intersectionality Theory?

A framework that aims to identify how systems impact marginalized populations based on socially constructed categories, such as class, race, and gender



“There is no such thing as a single-issue struggle, because we do not live single-issue lives.”

- *Audre Lorde*

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Practice Implications of Intersectionality

- Transform how you perceive the mechanisms of power that shape health inequities
- Reflect upon your own intersecting social identities and consider how they shape treatment decisions, care delivery, and the way you view medical conditions and your patients
- Develop skills to encourage your patients to reveal their social identities during the clinical encounter
- Conduct training, research, and/or education that explores the impact of intersectionality on health in your organization

Additional Reading

- Bauer GR. Incorporating intersectionality theory into population health research methodology: challenges and the potential to advance health equity. *Soc Sci Med*. 2014;110:10-17.
- Davy Z. The promise of intersectionality theory in primary care. *Qual Prim Care*. 2011;19(5):279-281.
- Hankivsky O. Women's health, men's health, and gender and health: implications of intersectionality. *Soc Sci Med*. 2012;74(11):1712-1720.
- Powell Sears K. Improving cultural competence education: the utility of an intersectional framework. *Med Educ*. 2012;46(6):545-551.

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