Implicit Bias Training: Overview

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What Is Implicit Bias?

- Implicit bias is defined as “the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.”

- It is a contributing factor to health disparities.

- Family physicians should make an effort to explore their own implicit biases to identify unconscious decisions and actions that may negatively affect the communities they serve.

- The AAFP recommends educating physicians about implicit bias and strategies to address it to support culturally appropriate, patient-centered care and reduce health disparities.

Common Types of Implicit Bias

- Affinity
- Anchoring
- Attribution
- Beauty
- Confirmation
- Conformity
- Contrast
- Gender
- Halo
- Horns
Learning Objectives

• Increase self-awareness by reflecting on the results of the implicit bias self-assessment

• Demonstrate conscious mitigation strategies to overcome implicit bias

• Apply implicit bias reduction skills to case studies

• Understand the effect of implicit bias on real-life patients
Standards of Conduct

• The AAFP opposes all discrimination in any form, including but not limited to, that on the basis of actual or perceived race, color, religion, gender, sexual orientation, gender identity, ethnic affiliation, health, age, disability, economic status, body habitus, or national origin.

• Avoid voicing political opinions, stereotypes, jokes, or comments that could be perceived as offensive.

• Be respectful of all physician specialties and members of the care team.
Framework

<table>
<thead>
<tr>
<th>Creating a safe and nonthreatening learning context</th>
<th>Increasing knowledge about the science of implicit bias</th>
<th>Emphasizing how implicit bias influences behaviors and patient outcomes</th>
<th>Increasing self-awareness of existing implicit biases</th>
<th>Improving conscious efforts to overcome implicit bias</th>
<th>Enhancing awareness of how implicit bias influences others</th>
</tr>
</thead>
<tbody>
<tr>
<td>Approachable instructor</td>
<td>Neuroscience</td>
<td>Health disparities</td>
<td>IAT exercise</td>
<td>Metacognition</td>
<td>Social contact</td>
</tr>
<tr>
<td>Sufficient time</td>
<td>Cognitive psychology</td>
<td>Clinical decision making</td>
<td>Reflection exercise</td>
<td>Mindfulness</td>
<td>Perspective taking</td>
</tr>
<tr>
<td>Respecting confidentiality</td>
<td>Types of bias</td>
<td>Errors and patient safety</td>
<td>Identity exercise</td>
<td>Self-regulation and self-monitoring</td>
<td>Empathy</td>
</tr>
</tbody>
</table>

IAT = Implicit Association Test.
Implicit Bias Training

**IS NOT**
- A “check the box” compliance activity
- Implicit Bias 101; you should come with some fundamental knowledge.
- Intended to make you feel guilty or ashamed

**IS**
- One part of an ongoing individual and organizational commitment to change
- Focused on increasing your competence
- Supportive of self-reflection and personal growth
Implicit Bias Pop Quiz

1. True or False?

Implicit bias is nothing more than the beliefs people choose not to tell others. People know how they feel, but they also know they cannot or should not say certain beliefs aloud, so they hide them.

Implicit biases are activated involuntarily and affect our understanding, actions, and decisions in an unconscious manner. Most people are unaware of their implicit biases.

FALSE

Implicit Bias Pop Quiz

2. True or False?

Implicit bias is nothing more than stereotyping.

FALSE

Implicit bias goes beyond stereotyping to include favorable and/or unfavorable evaluations of groups of people. Also, a person may be consciously aware of the deliberate process of stereotyping, but implicit biases are activated involuntarily.

Implicit Bias Pop Quiz

3. True or False?

I am not biased; I have diverse friends and I believe in equal treatment.

We ALL have implicit biases. In fact, researchers have found that sometimes implicit associations can more accurately predict behavior than explicit beliefs and thoughts.

FALSE

Implicit Bias Pop Quiz

4. True or False?

I’m _________; I can’t have bias against _________ people.

**FALSE**

Implicit biases are pervasive and affect all individuals, including children, regardless of personal identity. Throughout the course of a lifetime, we are all exposed to direct and indirect messages that can implicitly influence our thoughts and evaluations of others.

Implicit Bias Pop Quiz

5. True or False?

If bias is natural, there is obviously nothing we can do about it.

Researchers have demonstrated the efficacy of various strategies to mitigate implicit bias, such as intergroup contact, perspective-taking, and exposure to counter-stereotypical exemplars.

FALSE

6. True or False?

It’s a waste of time to try to mitigate my implicit biases. They don’t impact anyone.

FALSE

Extensive research has documented the real-world effects of implicit bias in the realms of health care, criminal justice, education, employment, and housing, among others.

Implicit biases have significant implications, so it is important to identify our personal biases and actively engage in techniques to mitigate them.

Implicit Bias Is…

1. Unconscious
2. Pervasive
3. Modifiable
4. All of the above