IMPLICIT BIAS IN THE HEALTH CARE SETTING

NEW FACULTY ORIENTATION

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IMAGERY EXERCISE

• What were your initial images?

• Did they change along the way?

• Did any of the descriptors challenge or confirm any of your pre-existing assumptions?
Implicit bias refers to stereotypes, attitudes, and/or automatic thoughts that affect our thinking and behavior without our explicit realization that this is occurring.

Virtually everyone possesses implicit biases – it does not mean that everyone is racist and has malicious intent.

What is most important is learning how to identify and understand our own biases so as to minimize their potentially negative impact on others.
What automatic thoughts might we have based on a person’s….?
2018 REVIEW OF PAST DECADE’S LITERATURE ON IMPLICIT BIAS & RACE IN HEALTH CARE

37 studies met inclusion criteria and found:

• Most providers, across levels and disciplines, showed bias vs. Black, Hispanic, Native, and dark-skinned individuals.

• Data are mixed on whether bias is associated with patient care & outcomes.

• Data are mixed on whether bias can be reduced. (However, bias may not need to be reduced – recognizing it may be enough!).

(Maina, I.V. et al., 2018)
• Automatic decision making can be an essential tool in health care and in other settings.

• But we are most likely to default to damaging stereotypes when we are:
  • Busy
  • Distracted,
  • Tired
  • Under time pressure
  • Anxious
HOW CAN WE MITIGATE BIAS?

• Learn about your biases (take an Implicit Association Test)
• Try not to be defensive – realize that we all have biases!
• Take a look at your own beliefs and behaviors.
• Explore & tolerate awkwardness and discomfort.
• Engage with people you consider “others” and find positive role models in that group.
• Take the time to consider individual characteristics and avoid stereotyped evaluations.
Any questions?