Welcome to "Does my bias conflict with myself and others?" We will be using Poll Everywhere for audience response during the webinar this afternoon. Please try sending in a friendly Hello or Good Afternoon to warm up!
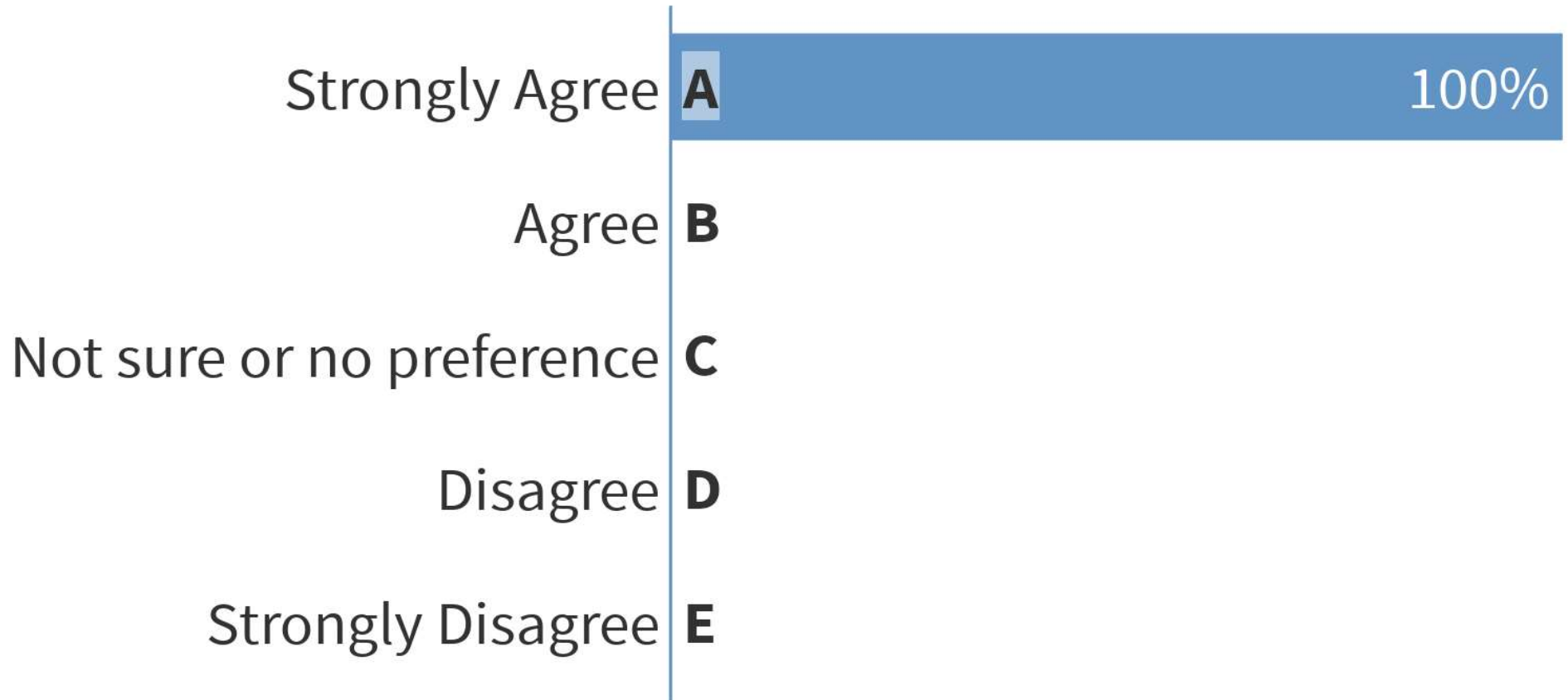
Does my bias conflict with myself and others?

Francisco Moreno, MD

Professor of Psychiatry

UAHS Equity, Diversity and Inclusion

He, him, his

I value equity for all human beings

Strongly Agree **A** 100%

Agree **B**

Not sure or no preference **C**

Disagree **D**

Strongly Disagree **E**

Todays topics

- Understanding what is unconscious bias
- Recognizing its impact in behaviors (i.e., health care practice)
- Becoming aware of our own unconscious bias
- Improve readiness and skills to move into action

Self Reflection Exercise

- What groups do you identify the most with?

- Has your identity ever been a source of pride, privilege, power?

- Has it ever been a source of shame, vulnerability, or disadvantage?

Reflexive vs. Reflective Cognition

Our minds are governed by two systems of social cognition (Kahneman, 2012):

*System 1: **Reflexive system*** for automatic thinking
- Very fast; Requires little effort and no motivation
- No sense of Agency, Control or Concentration
- Often non-conscious, implicit

*System 2: **Reflective system*** for controlled thinking
- Effortful, requires motivation
- Characterized by a sense of Agency, Choice and Concentration
- Conscious, explicit

Our Unconscious Networks

What colors are the following lines of text?

1. Vqeb peow ytro
2. Cvur zxyq brrm
3. Vhrn wwte zytn
4. Xoc jbni oew mne
5. Zre ytu vee mkp

Our Unconscious Networks

What colors are the following lines of text?

1. Sky
2. Grass
3. Dirt
4. Sunshine
5. Stop sign

Our Unconscious Networks

What colors are the following lines of text?

1. Red
2. Blue
3. Yellow
4. Green
5. Brown

Our Unconscious Networks
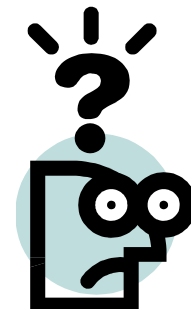
What colors are the following lines of text?

1. Dirt
2. Sunshine
3. Sky
4. Grass
5. Stop sign

Our Unconscious Networks

What colors are the following lines of text?

1. Green
2. Blue
3. Brown
4. Red
5. Yellow

Self Reflection Exercise

- What do you see?
- Who are you?
- Have you ever noticed you may experience subtle **bias** towards others?

I may have hidden biases that favor or hinder certain groups
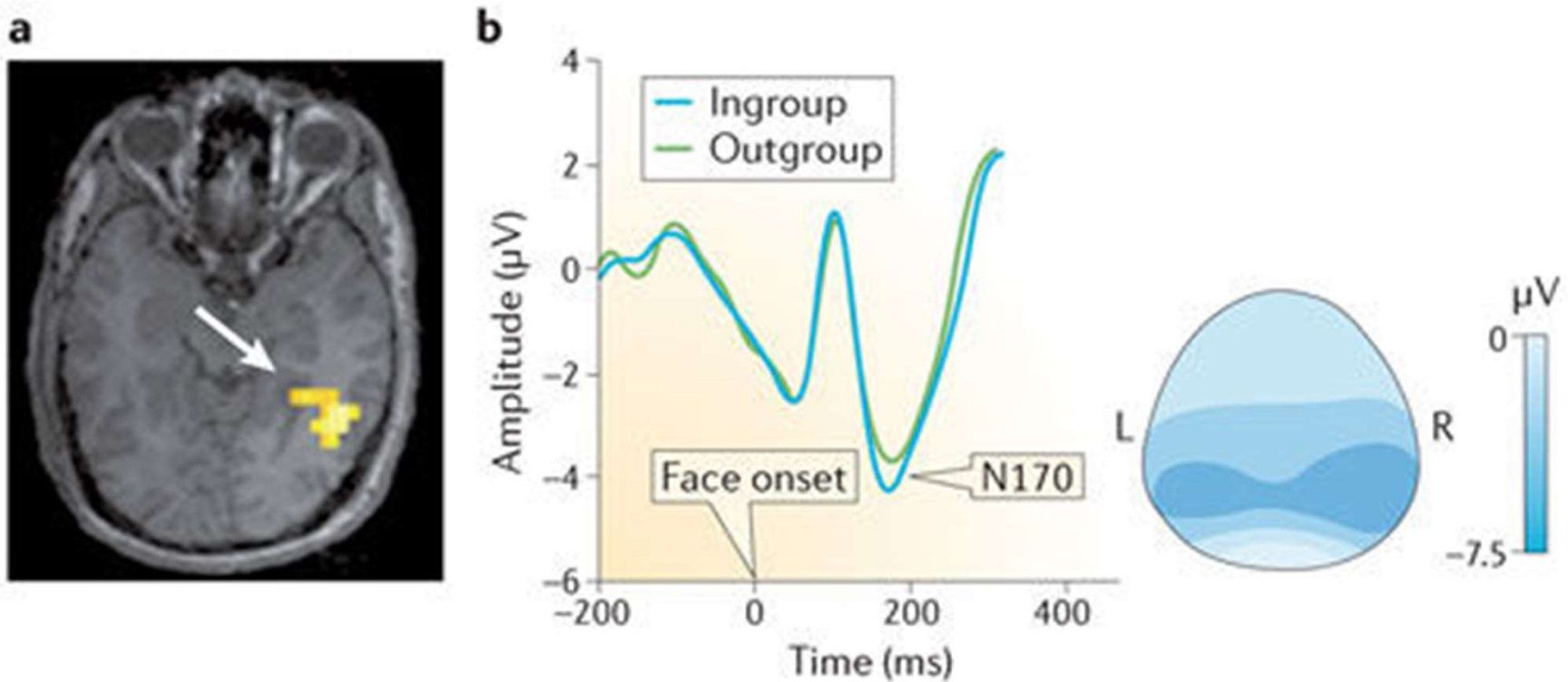
Strongly Agree | **A**

Agree | **B**

Not sure or no preference | **C**

Disagree | **D**

Strongly Disagree | **E**

# Seeing Difference: Race and Visual Perception

Golby et al., 2001; Ratner and Amodio 2013.

Implicit Bias

"the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control."
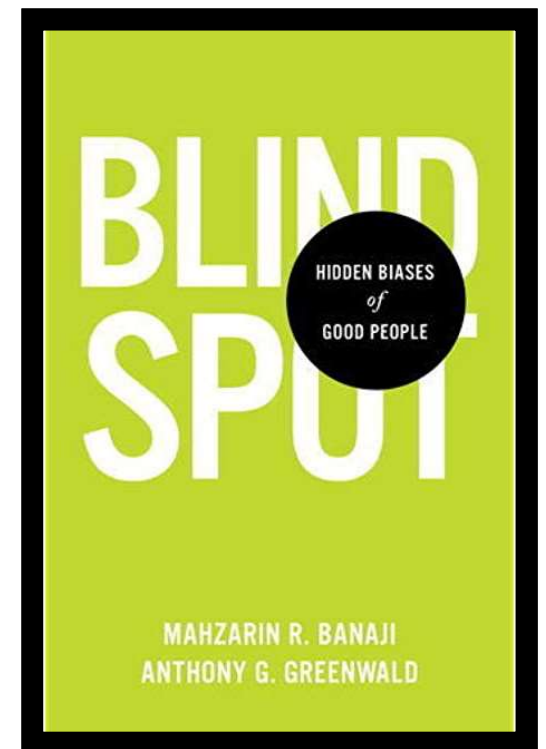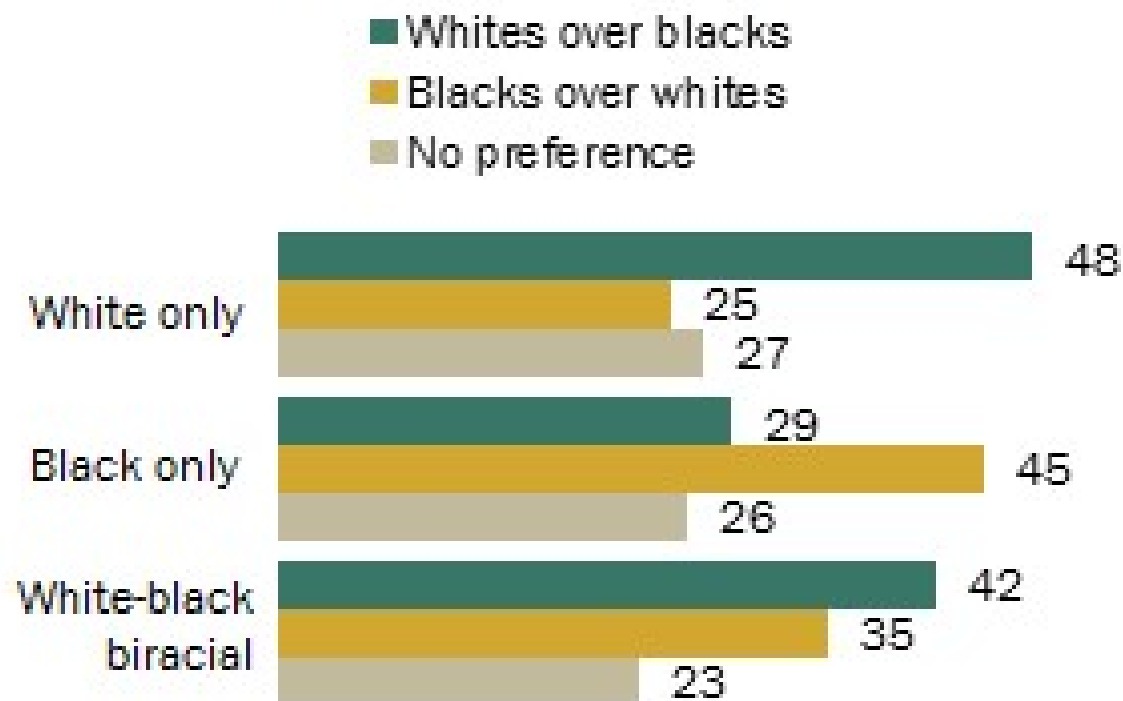
(Blair, 2002; Rudman, 2004; Staats, 2014)

Racial Preferences of White/Black/Biracial Adults

% of each group with a subconscious preference for ...

■ Whites over blacks
■ Blacks over whites
■ No preference

White only
- 48
- 25
- 27

Black only
- 29
- 45
- 26

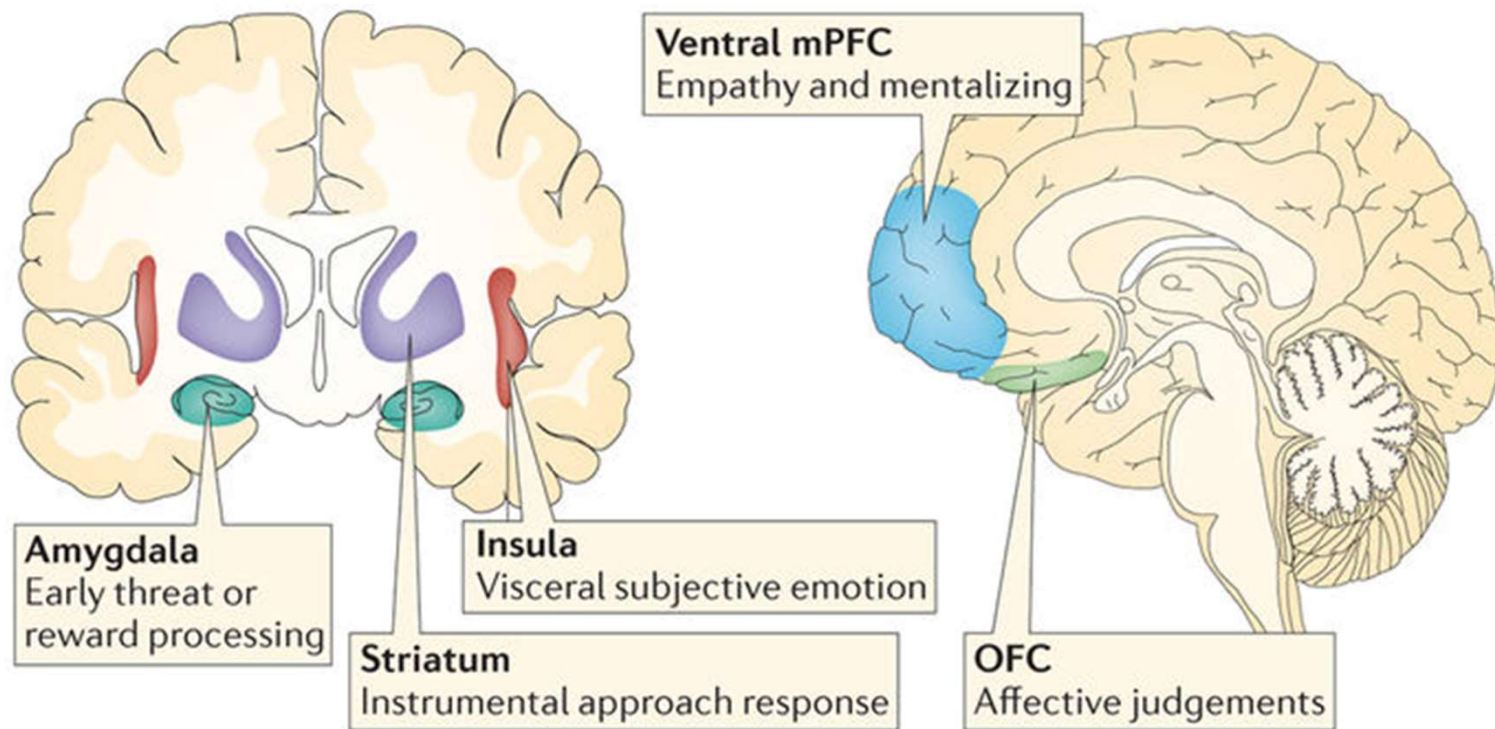**White-black biracial**
- 42
- 35
- 23

Prejudice

- An attitude towards a person on the basis of his or her group membership.

- May reflect preference towards ingroup members or dislike of outgroup members,

- Typically tainted with affect, with emotions ranging from love and pride to fear, disgust and hatred. (Emotional or Evaluative)

Mackie et al., 2002; Cottrell and Nauberg 2005.

Prejudice Network

Ventral mPFC
Empathy and mentalizing

Amygdala
Early threat or
reward processing

Insula
Visceral subjective emotion

Striatum
Instrumental approach response

OFC
Affective judgements

Stereotype

- The conceptual attributes linked to a particular group as defined by a culture.
- Involves the encoding and storage of "stereotype" concepts, their selection and activation into working memory and their application in judgments and behaviors
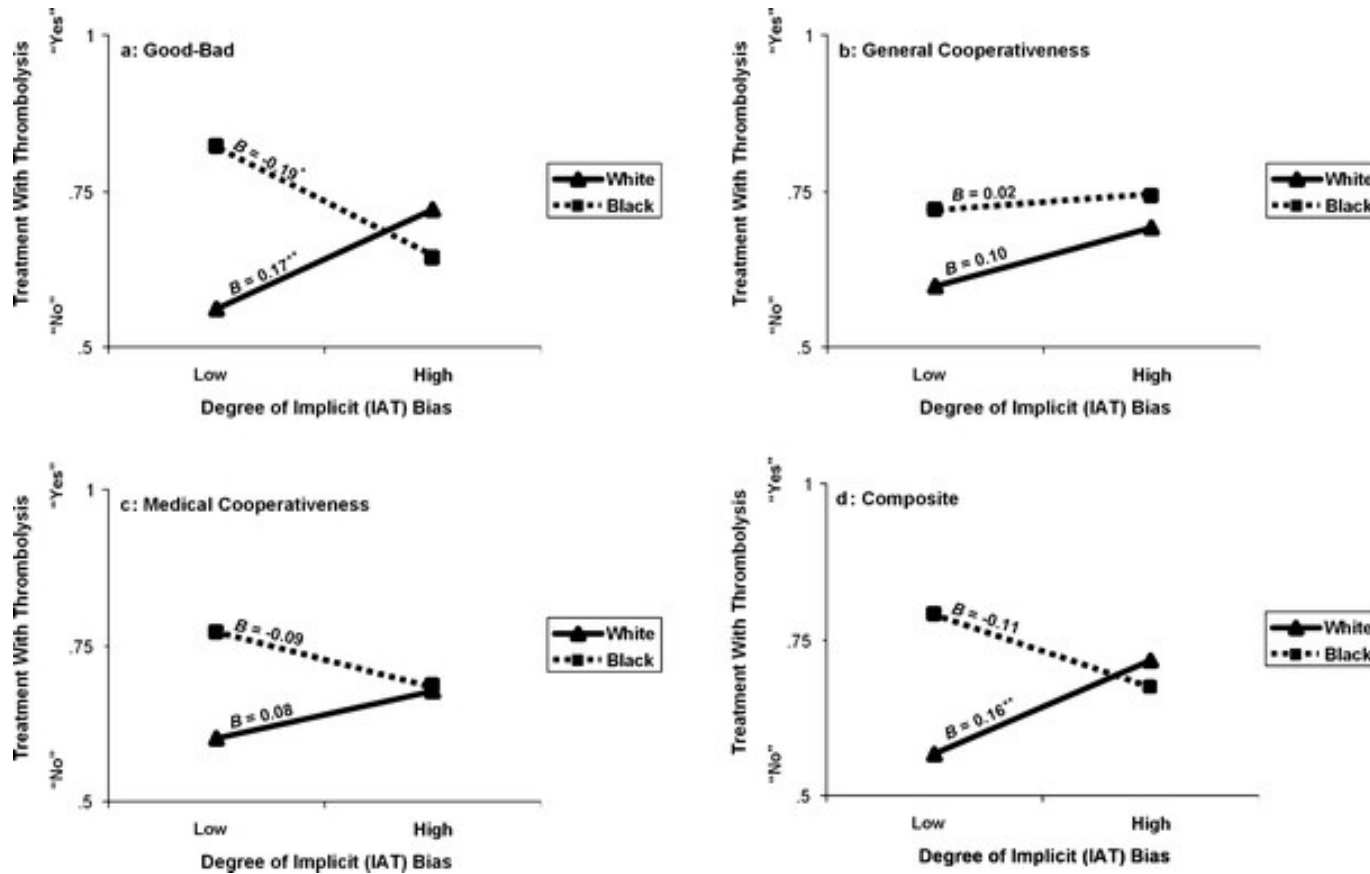- Represents the cognitive component of social bias

Fiske, 1998; Hamilton and Sherman, 1994

Stereotyping Network
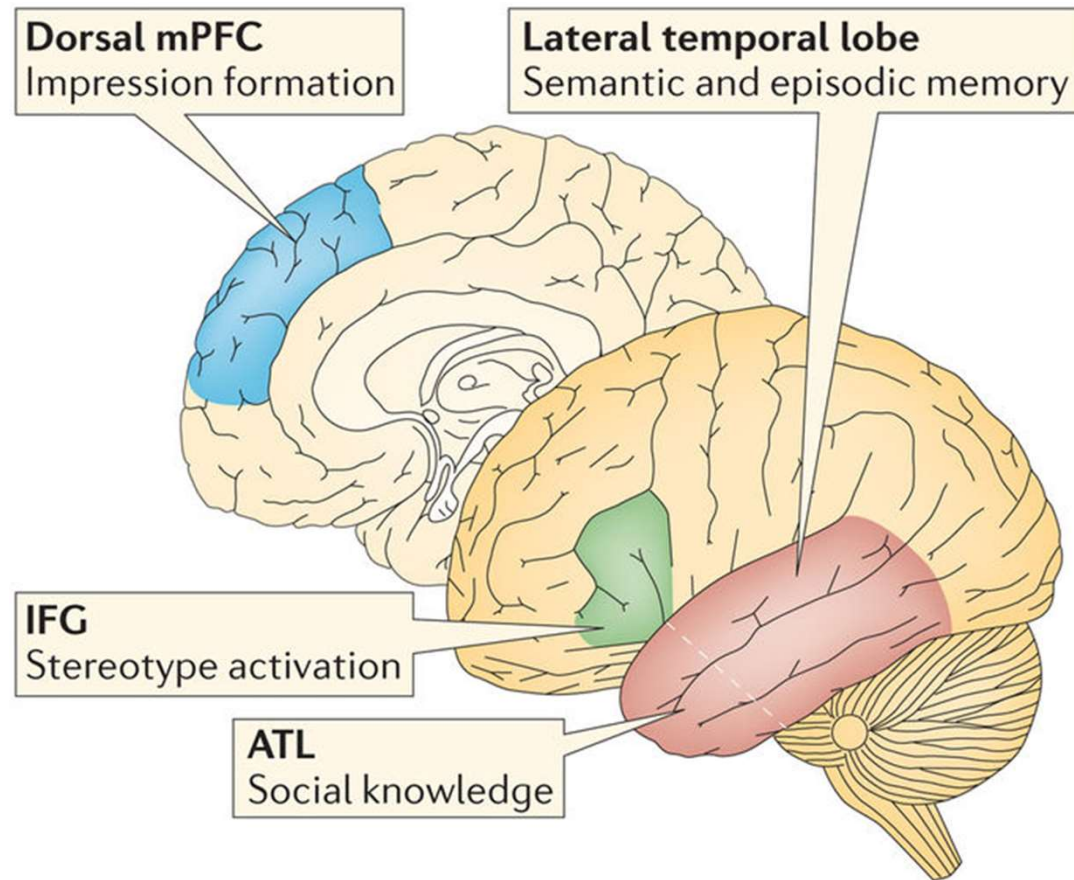
Does our bias predict behaviors?

Green et al., 2007

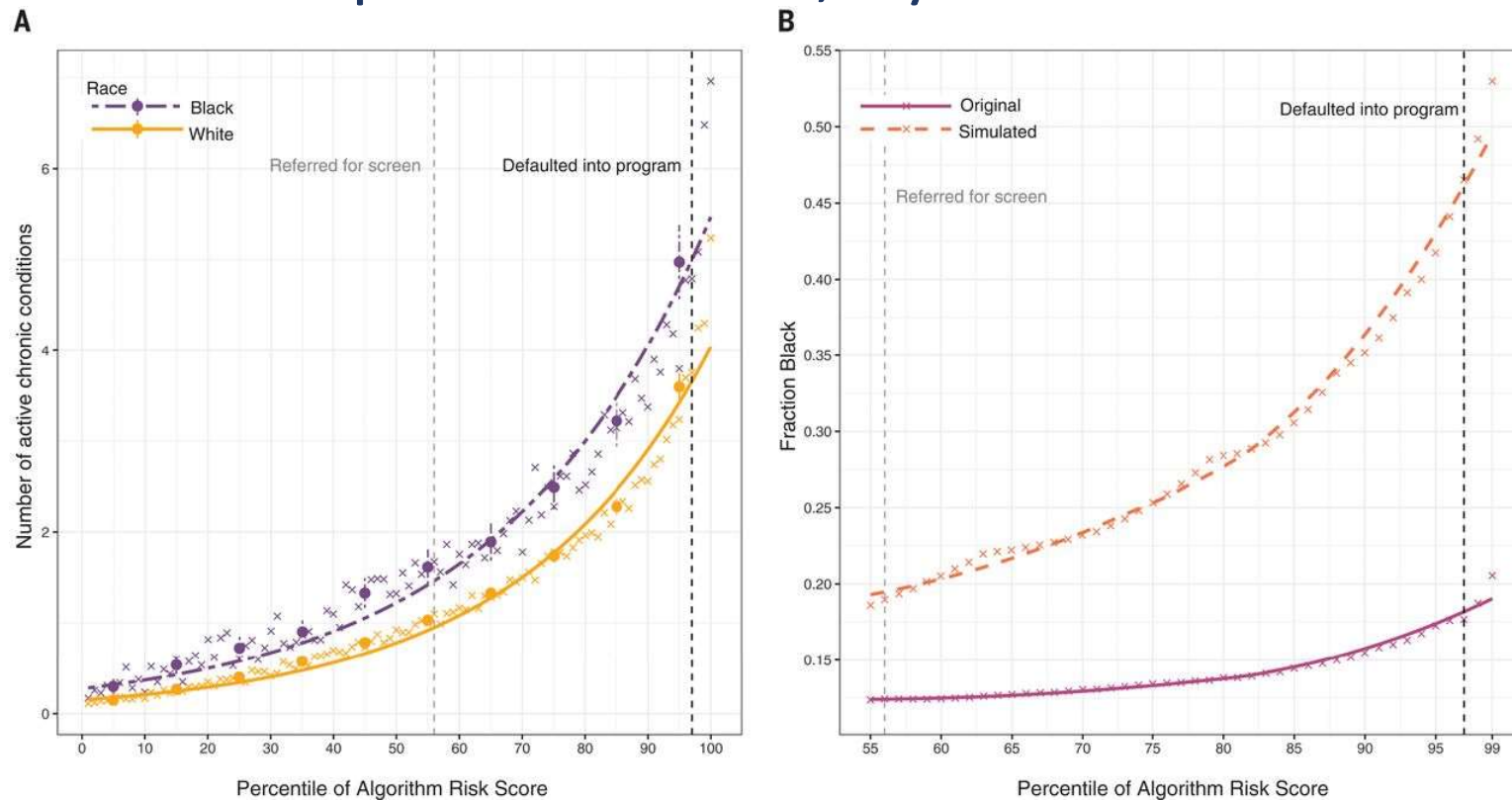# Does our bias predict behaviors?

Four major categories of findings:
- patient–provider interactions 33/80
- treatment decisions 7/40
- patient treatment adherence 1/5
- patient health outcomes 3/11

Hall et al., 2015

Number of chronic illnesses versus algorithm-predicted risk, by race

Science

AAAS

I am skeptical that there is much I can do to improve equity

Strongly Agree

Agree

Not sure or no preference

Disagree

Strongly Disagree

Levine et al., 2012

Awareness of Implicit Bias + Taking Action

- Stereotype replacement — Recognizing that a response is based on stereotype and consciously adjusting the response
- Counter-stereotypic imaging — Imagining the individual as the opposite of the stereotype
- Individuation — Seeing the person as an individual rather than a stereotype
- Perspective taking — "Putting yourself in the other person's shoes"
- Increasing opportunities for contact with individuals from different groups — Expanding one's network
- Partnership building — Collaborative equal approach

Levine et al., 2012

Minimize Bias Driven Behaviors by:

- Becoming aware of your own Micro-Triggers.

- Being open to feedback from others.

- Being able to forgive yourself and others.

- Being able to interrupt Micro-Inequities and turn them into Micro-Affirmations.

- Helping others become aware of their own stereotypes, prejudices and bias.
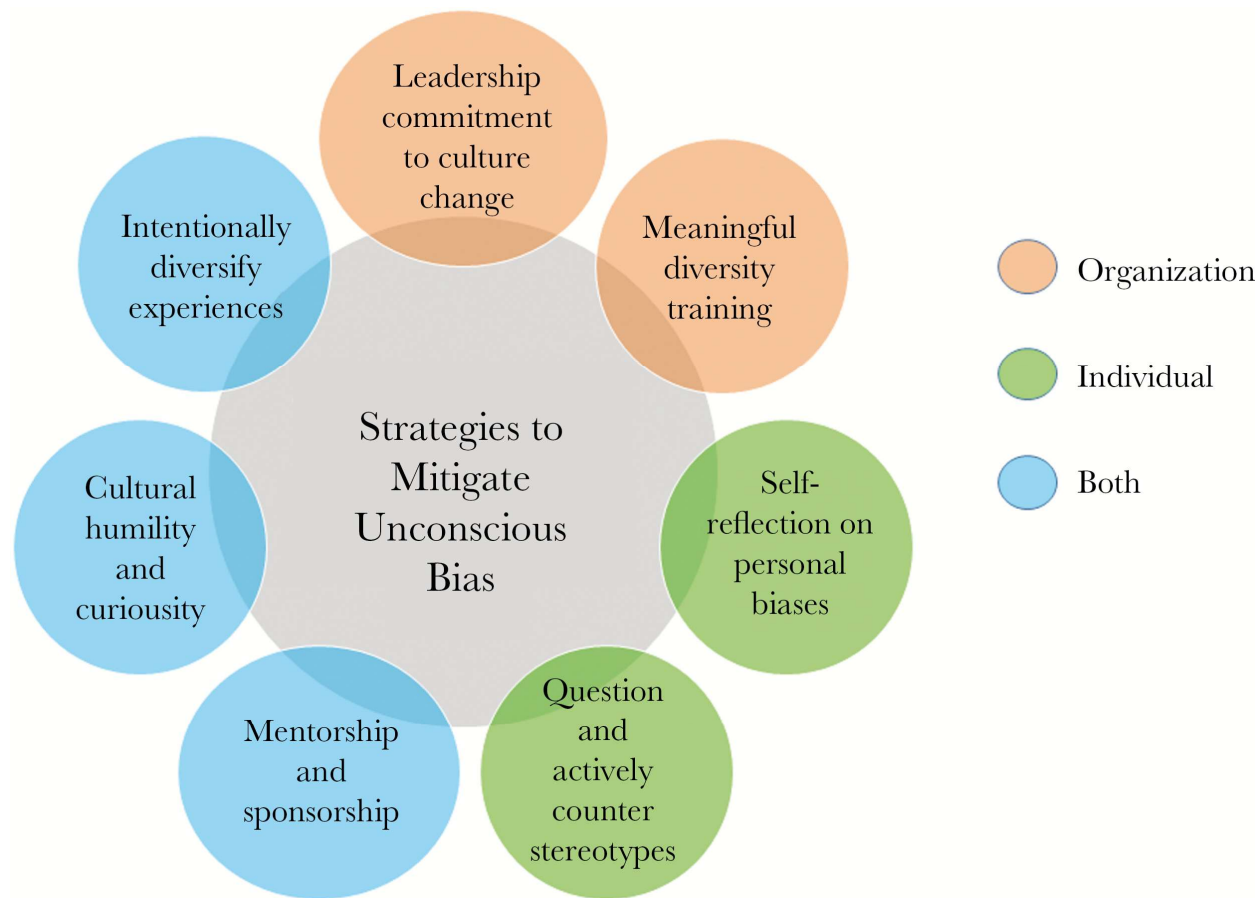
Minimize Bias Strategies

- Who are we including and excluding?
- Who are we encouraging and praising?
- Who are we building friendships with or having lunch with?
- Whose contributions are we most likely to recognize?
- Whose mistakes are we most likely to notice?
- Is there anyone whose contributions we may sometimes overlook?

Organization- and personal-level strategies to mitigate unconscious bias

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Summary

- Take the Race IAT at https://implicit.harvard.edu/implicit/takeatest.html
- Reflect on your presence or absence of preference
- Remember that you may have a preference on one way or another which may affect members of both groups and their dynamic
- In healthcare you may inadvertently perpetuate inequities and lower your performance including patient experience, as well as metrics of quality and outcomes.
- Egalitarian action goals can help minimize the impact of bias

"Be the change you want to see in the world."

Mahatma Gandhi

THE UNIVERSITY OF ARIZONA HEALTH SCIENCES
Equity, Diversity & Inclusion

Presents:

Who Am I (and Who Might I Become) in Relation to Race and Revolution?

Stephanie Troutman Robbins, PhD

Associate Professor of Emerging Literacies
& Director of Wildcat Writers

Dr. Stephanie Troutman Robbins is a Black feminist scholar, mother and first-generation college student. She is the Associate Professor of Emerging Literacies in the University of Arizona English Department. She is a formally affiliated faculty member in Gender & Women's Studies, Teaching, Learning & Sociocultura Studies, Africana Studies and the LGBT Institute. She currently serves (with Dr. Jina Yoon) as co-chair of the University of Arizona's Women of Color Faculty Collective, and is the newly appointed Chair of the Faculty Senate Committee on Diversity, Equity & Inclusion.

This multi-genre presentation: part talk, part dialogue and part personal reflection and action planning will be about "finding your lane" for doing the work of racial justice. Building on the Implicit Bias information and activities presented in Dr. Moreno's June 15th talk, this presentation will be geared toward understanding what we can do—individually and as part of our shared health and medicine communities—to combat racism by using our unique skills, abilities, talents and voices as a starting point for identifying how we can commit to playing our role in local and small-scale revolutionary change. Resources for deep engagement and ongoing self-reflection will be provided and discussed.

Monday, June 22, 2020
3:00 -4:00 pm
ZOOM Webinar

RSVP: https://bit.ly/2ULXrou

Questions? Contact us!
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