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Reducing Implicit Bias - Cultural Humility

What is Racial Equity?

- The condition that would be achieved if race no longer predicted, in a statistical sense, how one fares.
- It is a part of racial justice that includes work to address root causes of inequities, not just their manifestation
- It includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them

(Center for Assessment and Policy Development; Frank Porter Graham Race, Culture, and Ethnicity Committee)



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- The statistical portrait of the US population broken out by race reveals persistent disparities between people of color and white people in almost every indicator of well-being.



Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.



Defining Diversity, Inclusion, Equity



Racial Inequities

A dark blue, irregularly shaped graphic with a splatter effect, containing white text. The graphic is centered on a white background and has a rough, ink-like border. The text is in a clean, sans-serif font.

How Early Does
Inequity Start?



BEFORE the Child is Born!



How Early Does Equity Start?


Black and Hispanic women experience higher rates of preterm birth, gestational diabetes, hypertension, fetal death, and stillbirths than white women (Zhang et al. [2013](#)).

Inequities in Prenatal Care

Black women are significantly more likely to receive inadequate prenatal care during pregnancy compared to white women.

[Reagan](#), [Zhang](#), [Zotti](#) & [Graham](#) (2011)





Blacks, Hispanics, and women who are low income are less likely receive advice from their prenatal care providers about smoking cessation and alcohol use.

Kogan, et al (1994)

Maternal Mortality

Black women experience maternal deaths at three to four times that of White women regardless of socioeconomic status.

(American College of Obstetrician and Gynecologists, 2018)



Serena Williams' Experience



Health Disparities

People of color are less likely to receive **preventive** medical treatments than whites and often receive **lower-quality** care.



Longer Wait Times

- People of color
 - People who have lower levels of education,
 - Those who are unemployed
- spend significantly longer time waiting to obtain medical care, with blacks and Latinos waiting 19 and 25 minutes more, respectively, than white patients to see a doctor.

(National Center for Health Statistics, 2015)



Woman Who Sat For Hours In Hospital Wait Room With Chest Pain Dies After Leaving To Find Quicker Care

January 13, 2020 | By Charise Frazier





Six Aims for the Health Care System.

- Institute of Medicine (IOM), 2001
 - Safe
 - Effective
 - Patient-centered
 - Timely
 - Efficient
 - **Equitable**



IT'S ALL ABOUT RACE

After accounting for income, neighborhood, comorbid illnesses, and health insurance type, health outcomes for people of color, specifically African Americans, were still worse than whites. Inequities persist...



A recent Institute for Healthcare Improvement White Paper called equity **“the forgotten aim,”** noting how little progress has been made.



Equity Aim

Equitable: Providing care that does not vary in quality because of gender, ethnicity, geographic location, and socioeconomic status.

Institute of Medicine (IOM). Crossing the Quality Chasm: A New Health System for the 21st Century. Washington, D.C: National Academy Press; 2001.

Defining Equity

What is Health Equity?

The Centers for Disease Control (CDC) defines health equity as, “the opportunity to attain their full health potential and no one is disadvantaged from achieving this potential because of their social position or other socially determined circumstance.”



To reduce racial and ethnic health disparities, health care professionals must **explicitly acknowledge the roles of implicit bias and structural racism** in creating and perpetuating racial health disparities



Implicit Bias





Health Professionals

Implicit Bias

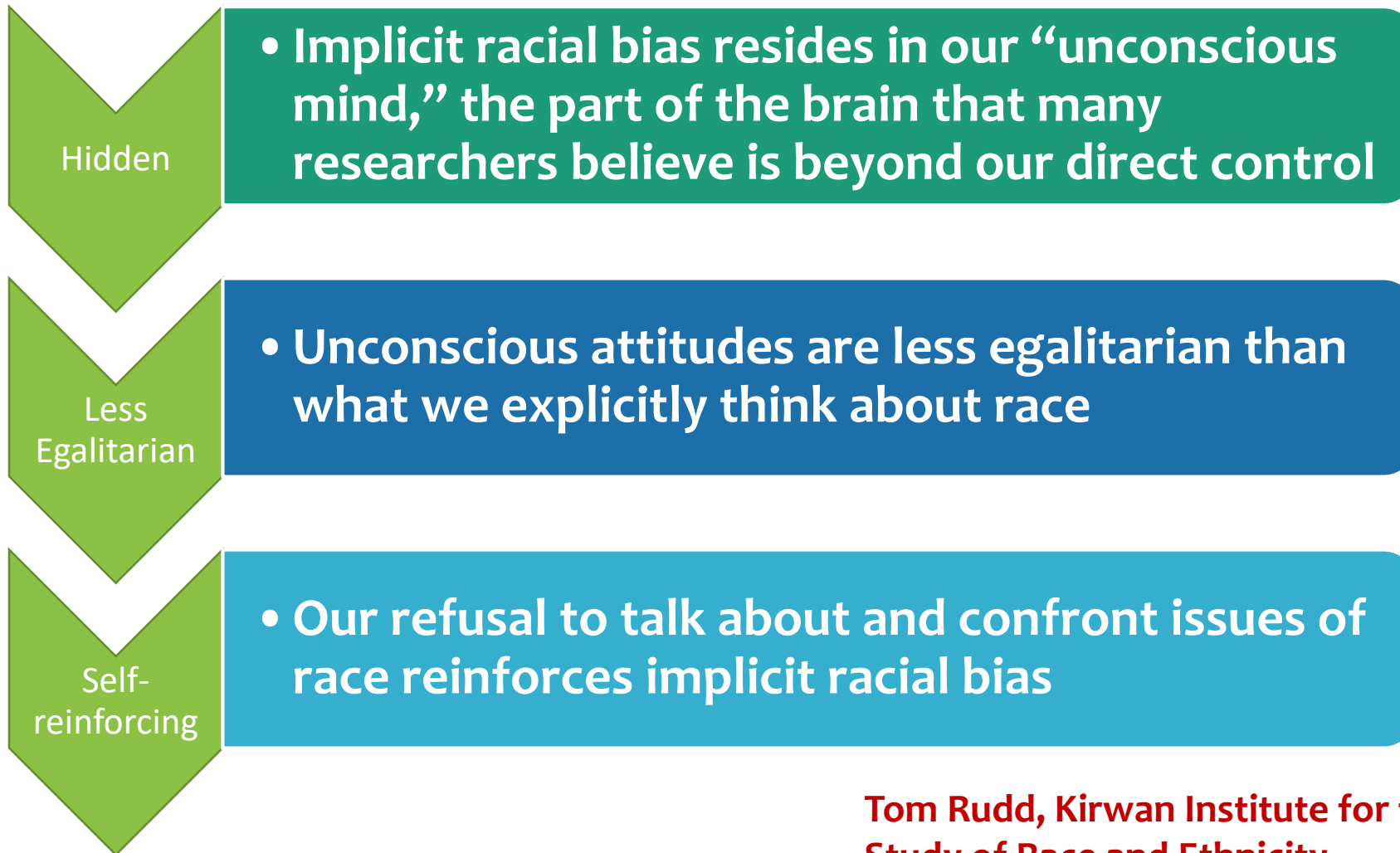
Even though we believe we see and treat people as equals, hidden biases may still influence our perceptions and actions.



- Implicit bias is the mental process resulting in feelings and attitudes about people based race, age and appearance.
- It is an unconscious process and we are not consciously aware of the negative racial biases **that develop over the course of our lifetime.**
- Implicit bias supports stereotypes.



Implicit Bias



Tom Rudd, Kirwan Institute for the Study of Race and Ethnicity

KIRWAN INSTITUTE RESEARCH

It is important to understanding the **causes** of implicit racial bias and **intentionally** work to bring it to the conscious level in order to mitigate the negative consequences.





• Implicit Bias: Aware is Halfway There



Fathers' Involvement

Involvement of fathers with activities of their children under age 5.

FATHERS LIVING WITH CHILDREN

	Hisp.	White	Black
	(Percentages)		
<i>Fed or ate meals with children daily</i>	63.9	73.9	78.2
<i>Bathed, diapered or dressed children daily</i>	45.0	60	70.4
<i>Played with children daily</i>	74.1	82.7	82.2
<i>Read to children daily</i>	21.9	30.2	34.9

FATHERS NOT LIVING WITH CHILDREN

	Hisp.	White	Black
<i>Fed or ate meals with children daily</i>	8.6	*	12.6
<i>Bathed, diapered or dressed children daily</i>	7.3	6.6	12.7
<i>Played with children daily</i>	10.0	6.6	16.5
<i>Read to children daily</i>	*	3.2	7.8

Implicit Bias in Health Care

- Race,
- primary spoken language,
- gender,
- sexual orientation,
- education,
- employment status

are associated with implicit bias and differences in communication and treatment.



While there are inequities
throughout our society.
Today's conversation is about
RACE.



THE LADDER OF INFERENCE



Reflexive Loop



Peter Senge - from *The Fifth Discipline*

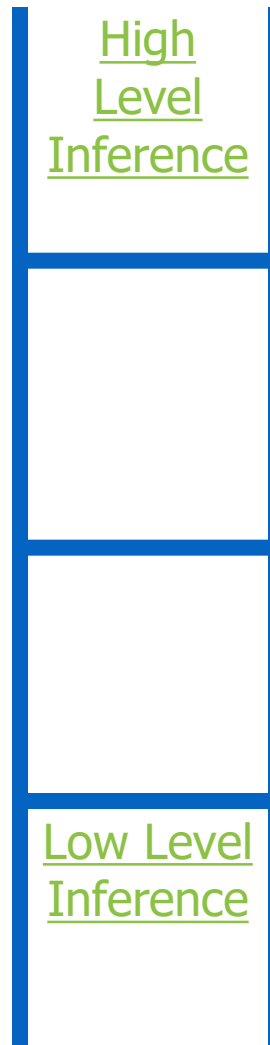
* Our beliefs affect what data we select next time.

Ladder of Inference

Makes the process of thinking visible.

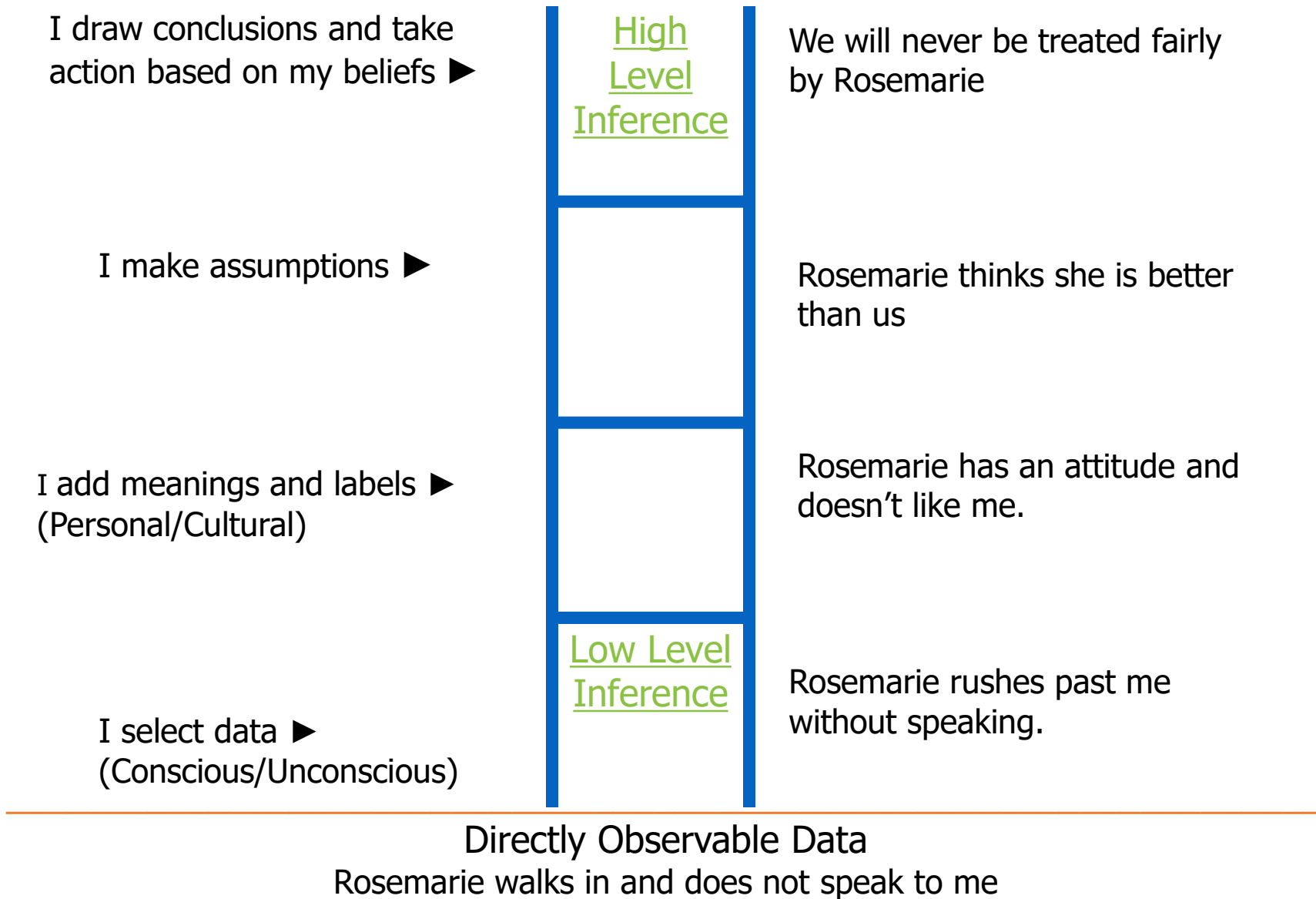
A process by which we determine meaning about what is occurring around us.

This process takes milliseconds to complete and we are often unaware that it is happening.

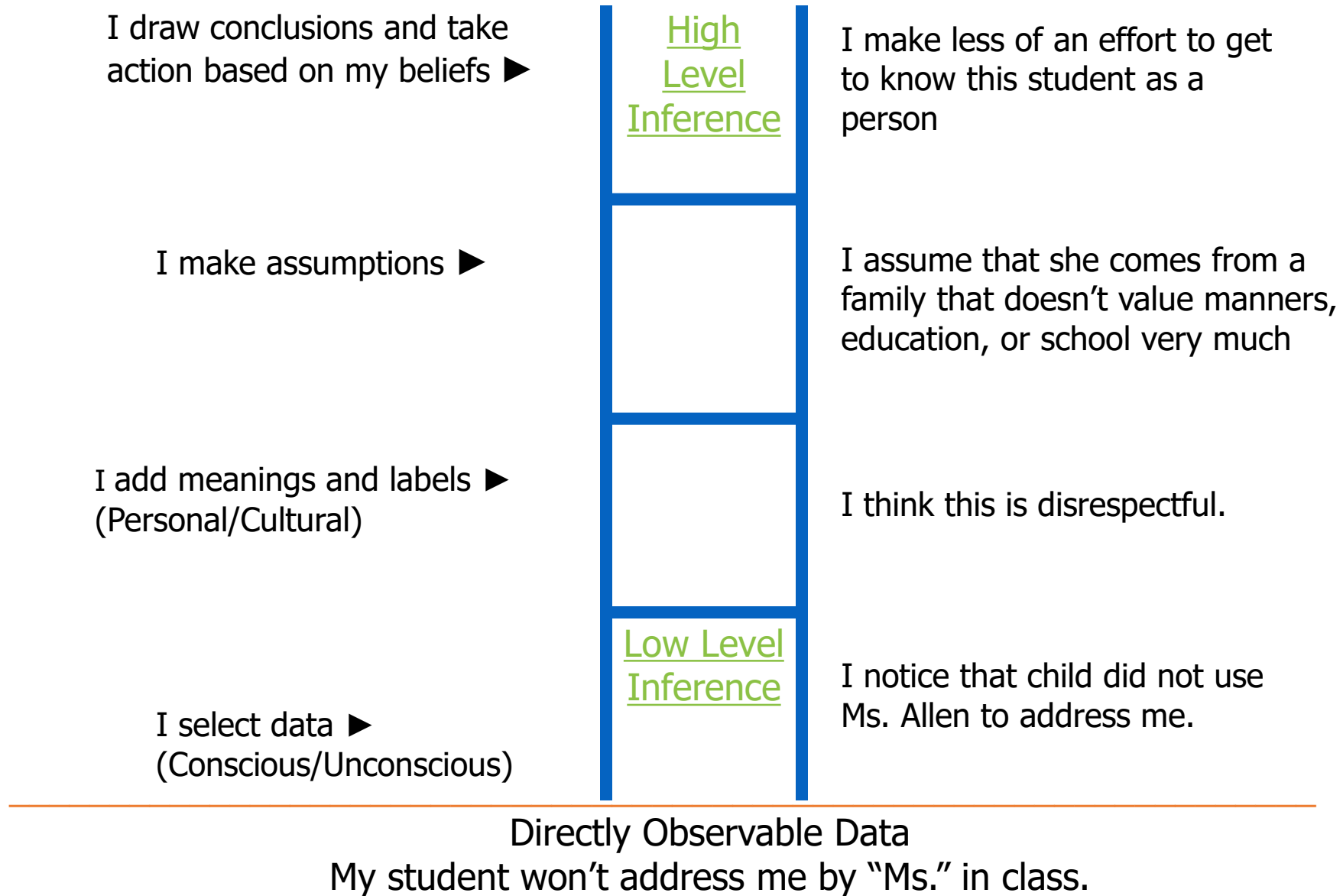


Directly observable data

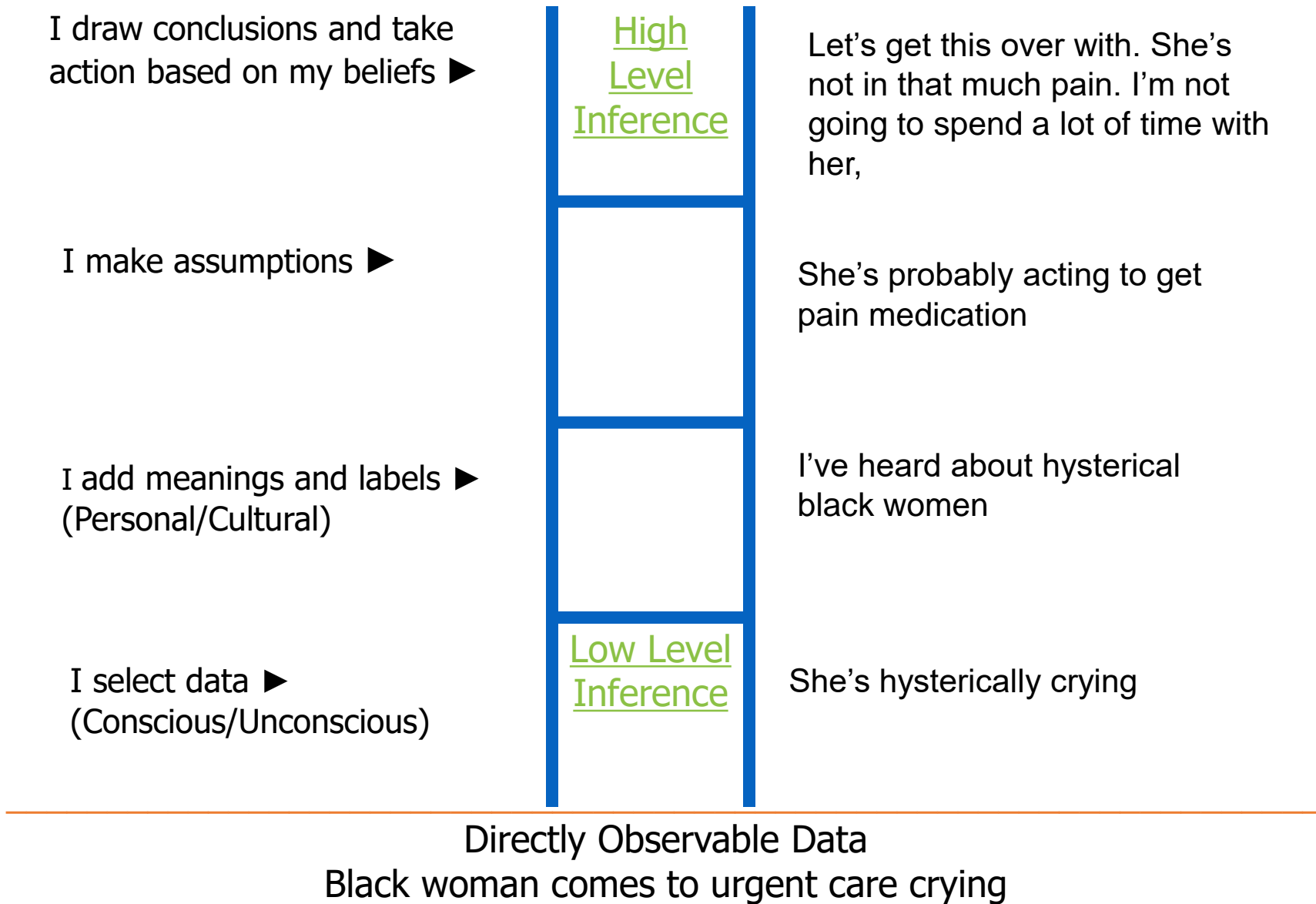
Ladder of Inference



Ladder of Inference



Ladder of Inference

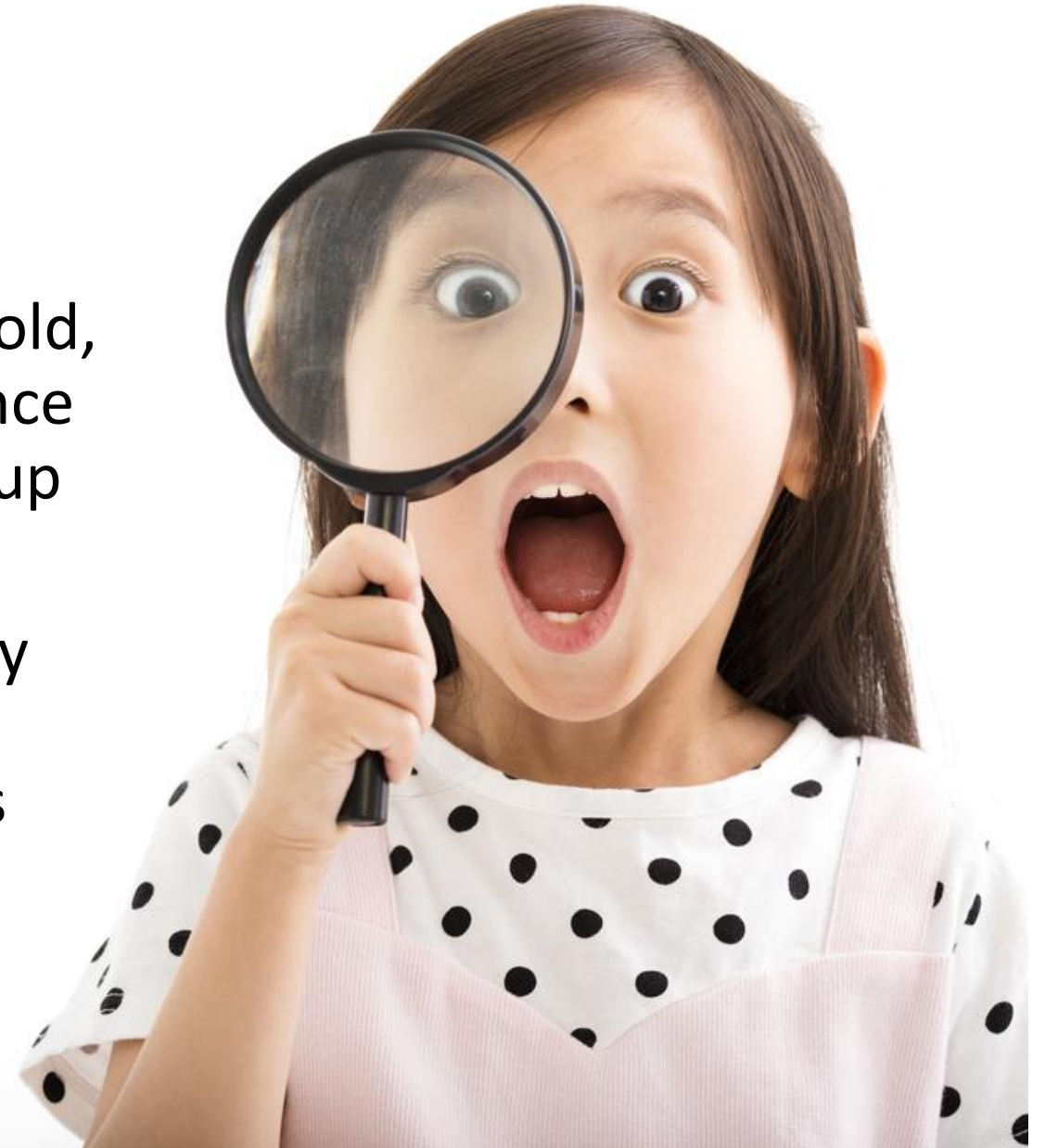


By the time they are 7 years old, White children perceive that Black children feel less pain (Samarrai, 2014).

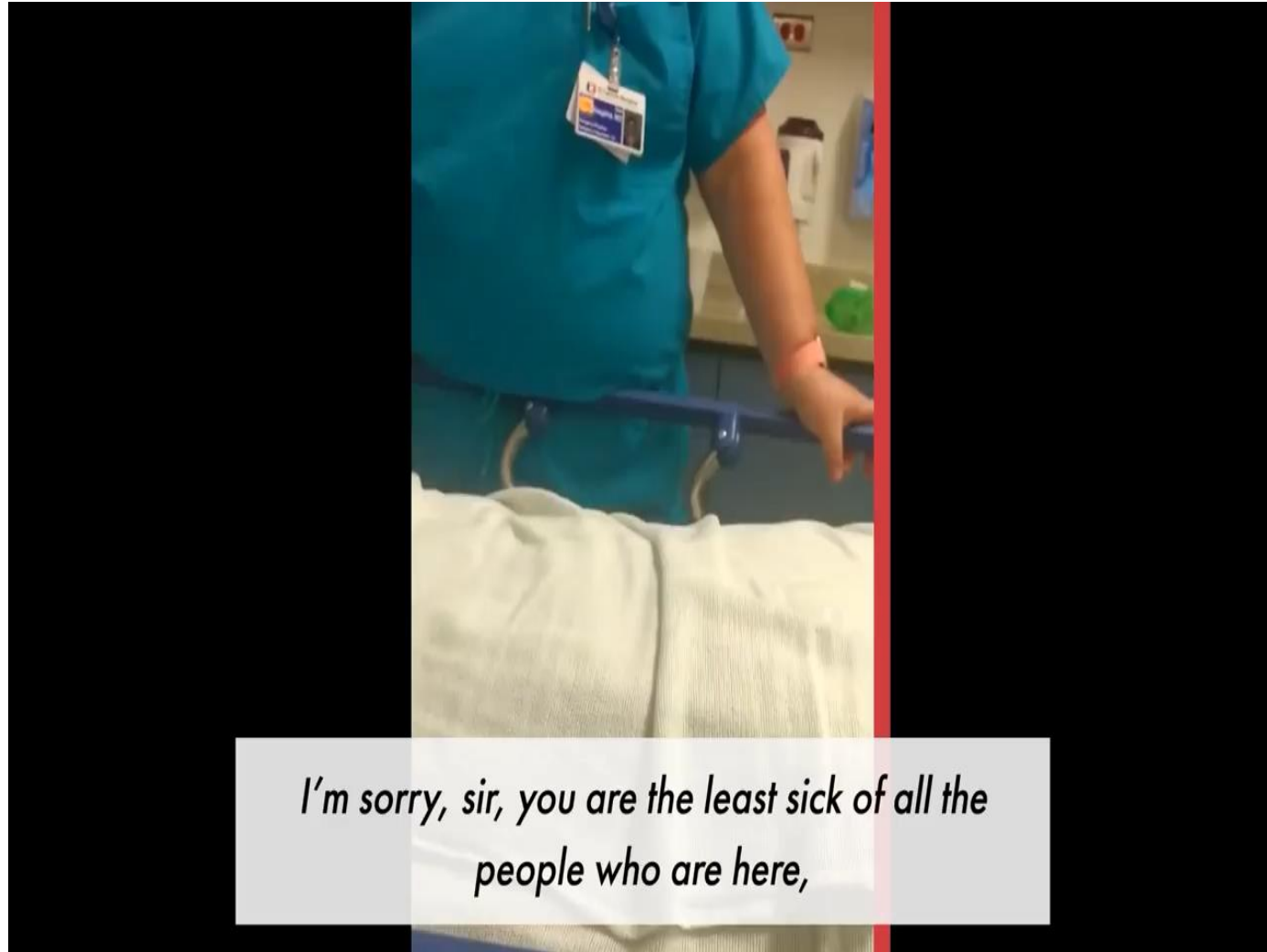


Implicit Bias and Children

- By the time they are two years old, children show a strong preference for those in the same racial group (Baron & Banaji, 2006).
- 5–6 year old children in majority group show the same level of implicit bias as ‘in-group’ adults (Baron & Banaji, 2006)



Bias in Action



I'm sorry, sir, you are the least sick of all the people who are here,



We Must Talk
About Race
and Culture

Why Don't We Want to Talk About Race?

“We have become so politically correct that we don't know what to say and when to say it. We don't know what to say to anyone anymore.”

Lee Jones, Florida State University.



Black

Negro

Colored

Afr. Am.



We Don't
Know Each
Other!



Blue Eyes



Hair Rules



Danger of Color-
blind ideology



Racial blindness promotes the fallacy that people are beyond bias and racism, ignores racial disparities, and places blame on communities of color





Cultural Humility

Challenges us to become the student, learning about those with whom we interact more personally, within a cultural context, suspending judgment.

I wish my teacher
knew how much I miss
my dad because he got
deported to Mexico when
I was 3 years old and
I haven't seen
him in 6 years. I wish
my teacher knew



What Do
Your Patients
Wish You
Knew?

Cultural Humility Principles

- Lifelong learning and critical self-reflection
- Recognize and change power imbalances
- Develop mutually-beneficial partnerships
- Institutional accountability

(Vivian Chávez)





Practicing Cultural Humility

(Vivian Chávez)

People bring their own experiences in dialogue with others


Practice active & deep listening

Be aware of body language

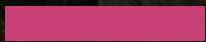
Know and own what you don't know

Know your boundaries

Know when to ask for help

A woman with dark, wavy hair is smiling and looking upwards and to the right. She is wearing a bright green, sleeveless top with multiple layers of ruffles. She is standing in front of a large, dense arrangement of plants with large, colorful leaves in shades of green, yellow, and orange. The background is slightly out of focus, showing a brick wall on the left and a pink and white striped object on the right. The overall scene is bright and cheerful.

Micro- affirmations



Micro-affirmations

- Subtle or apparently small acknowledgements of a person's value and accomplishments. They may take the shape of recognition of the person, "opening a door," referring positively to the work of a person, commending someone on the spot, or making a happy introduction.

Powell, Demetriou, & Fisher (2013)





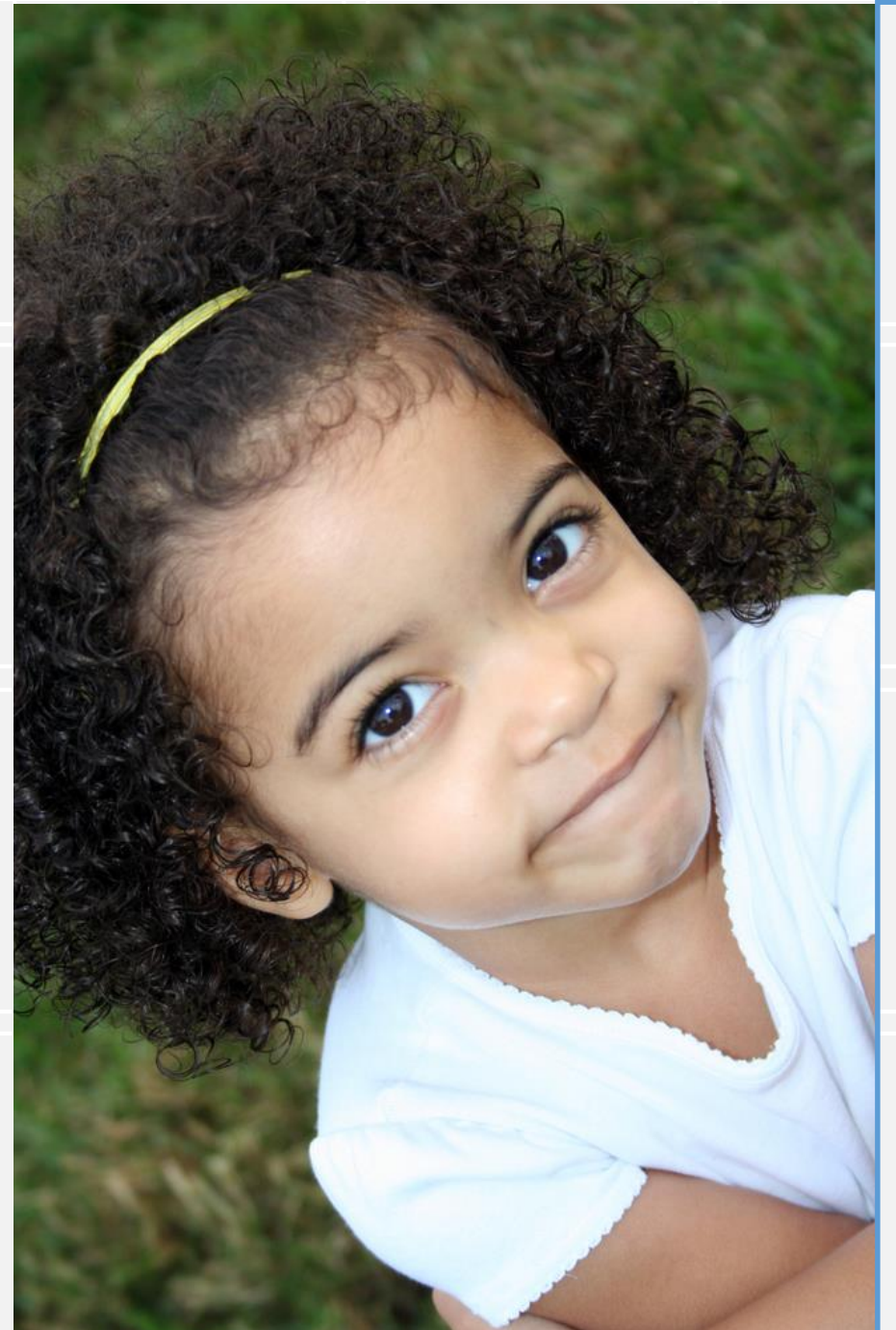
Micro-affirmations

- Micro-affirmations substitute messages about deficit and exclusion with messages of excellence, openness, and opportunity that includes:
 - Active listening
 - Recognizing and validating experiences
 - Affirming emotional reactions

Active Listening

- Focuses on hearing clearly what is being shared, and demonstrated through eye contact, open body posture, summarizing statements, and/or asking qualifying questions to ensure understanding.

Powell, Demetriou, & Fisher (2013)





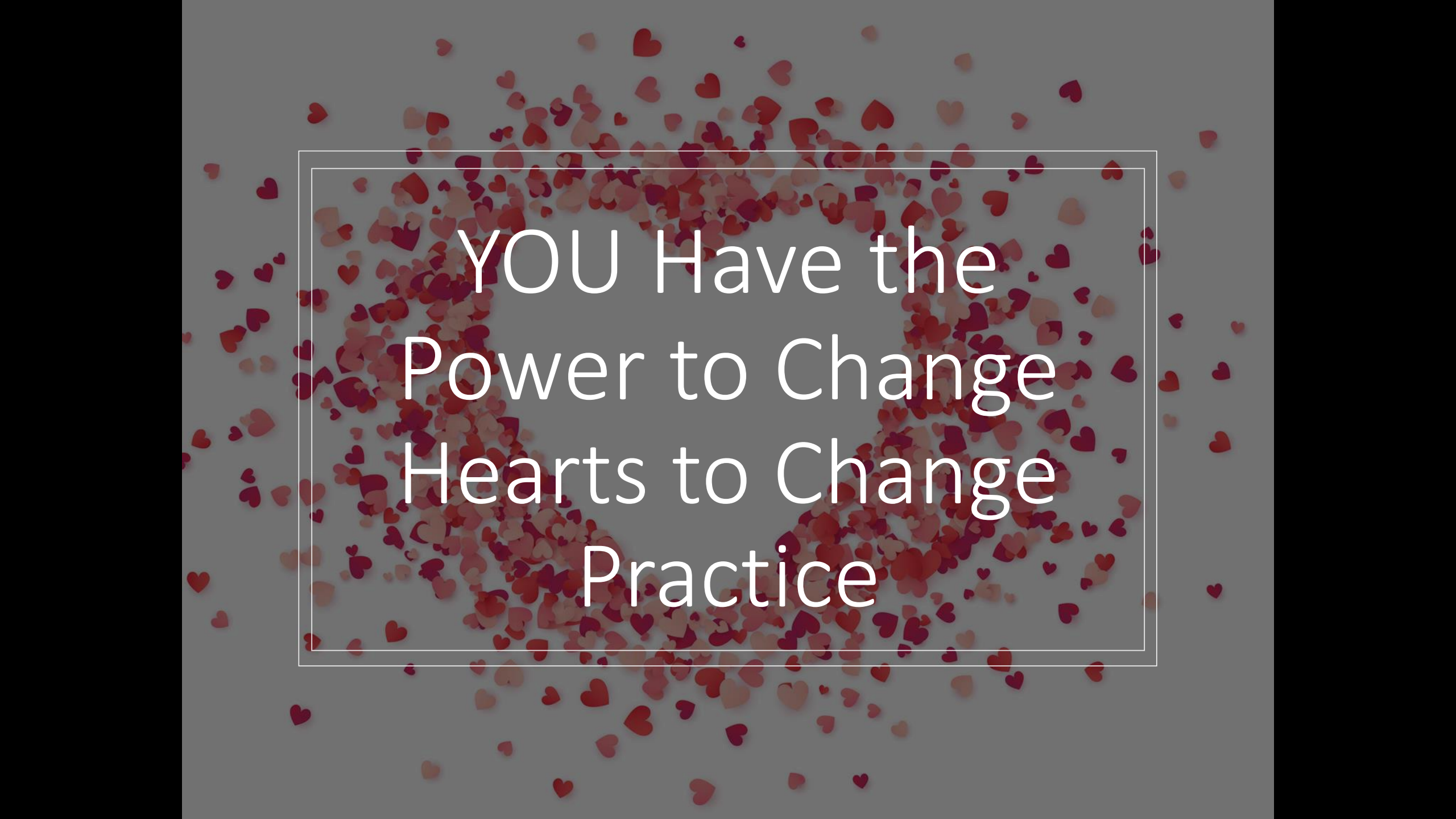
Recognizing and Validating Experiences

- Involves hearing the what, why, and how. It is helpful to delve deeper by identifying and validating the a patient, expressing care about the patient, and demonstrating a willingness to think through a productive path forward.

Affirming Emotional Reactions

- Verbal acknowledgement that people have experienced something exciting, frustrating, hurtful, etc. enables the conversation to focus on turning those feelings toward actions that will empower, heal, and/or foster learning.





YOU Have the
Power to Change
Hearts to Change
Practice