Understanding Implicit Bias

Topics to Cover

- Diversity, Equity & Inclusion
- Cultural Competence & Cultural Humility
- Implicit Bias and how it impacts our interactions
- Uncovering Microaggressions
- Uncovering & Mitigating Bias

Health Care
Def. A prejudice in favor of or against one thing, person, or group compared with another usually in a way that is considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences.

2 TYPES: Conscious bias (also known as explicit bias) and Unconscious bias (also known as implicit bias)

Let’s Talk BIAS

- Cultural Competence
- Cultural Humility
- Cultural Competemility
- Cultural Iceberg
What are your thoughts?
What are your thoughts?

Which one matches your thoughts?

Two farmers:

IMPLICIT BIAS

CULTURE

LANGUAGE

GENDER

RELIGION

RECE

DISABILITY
NO ONE IS EXEMPT!
We are all impacted by stereotypes and implicit bias.

Just so you know…

UNCOVERING OUR BIASES
3 Step Process

1. Visit implicit.Harvard.edu and take an assessment
2. Do your cycle of socialization
3. Ask yourself: Is this bias causing harm to other human beings?
Our biases impact our interactions:

**IMPLICIT ASSOCIATION TEST**

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Our biases impact our interactions:

**IMPLICIT BIAS IMPACTS OUR INTERACTIONS**

**MICROAGRESSIONS:**

**def.:** A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group.

Source: Sue & Sue, 2015
Potential Bias Impact on Title IX Investigations

- Can impact how officers/investigators/panelists/etc. view witness credibility due to their identity
- Can have an affect on the perception of the reporting party/responding party/witnesses of social groups to which either are members
- Can create disparities in outcomes based on identity

Let’s Mitigate Our Biases

ACKNOWLEDGE – we all have them
BE AWARE - self-awareness.
EMBRACE DISCOMFORT
EDUCATION & EXPOSURE.
ACCOUNTABILITY
THANK YOU!

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