

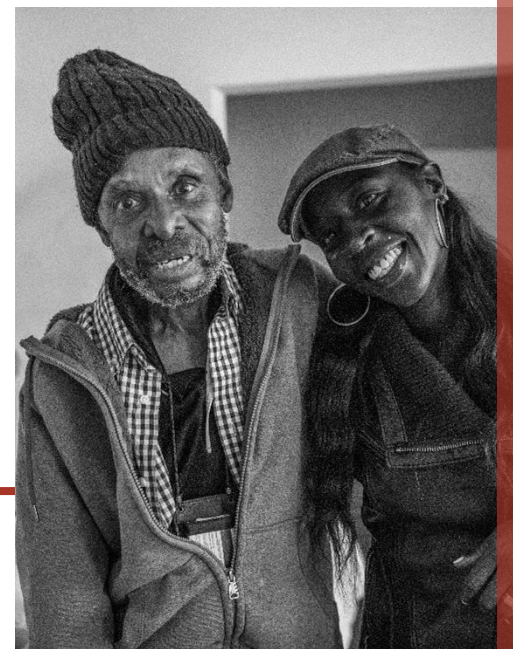
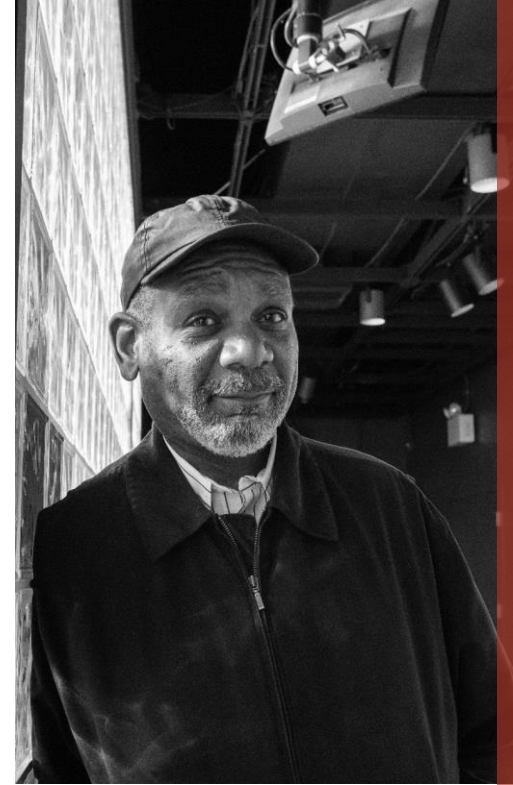


A program of Pathways to Housing PA

Uncovering Implicit Bias

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www.HousingFirstUniversity.org



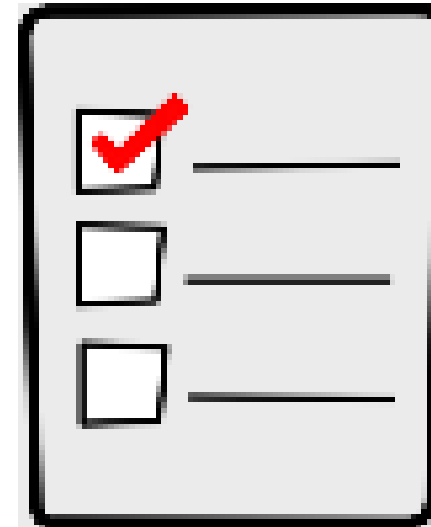
Housekeeping

- We invite you to be present with us!
- If you are seeking CEUs...
 - Stay for the duration of the training
 - Participate in discussion
 - Turn your camera on for the duration of the training
- Questions and comments welcome throughout
 - Chat can be utilized for comments/discussion
- Course evaluation is required to receive a certificate
- Closed captioning is available, or send a private chat to request any other disability accommodations



Today's Agenda

- ✓ Defining implicit and explicit bias
- ✓ Explore some key concepts related to implicit bias
- ✓ The impact of implicit bias
- ✓ Uncovering our own implicit bias
- ✓ Strategies for rooting out bias
- ✓ Q&A



Learning Objectives

- Define and differentiate implicit and explicit bias
- Summarize the impact of implicit bias on marginalized client populations
- Identify 3 strategies for mitigating one's own biases



Uncovering

- Some people have eliminated all of their biases
- I am aware of all of my biases
- Even though I know I have biases, I don't let it impact how I provide services

Poll Questions:
Indicate True or False for each
statement about biases

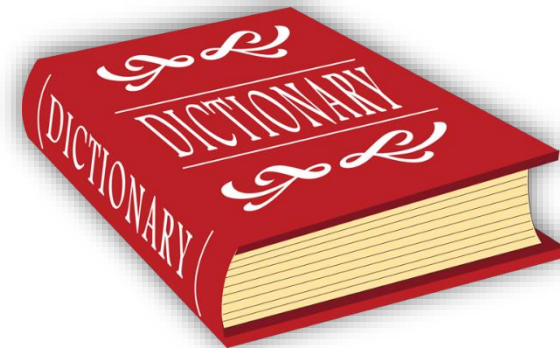


Core Concepts



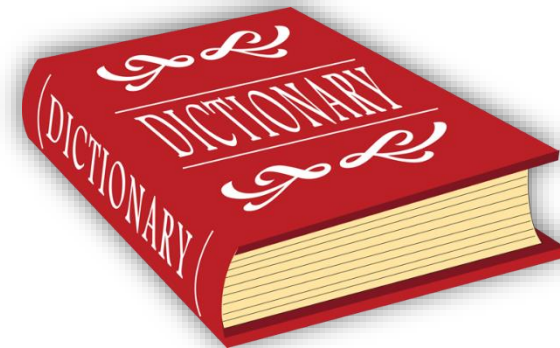
Defining Explicit Bias

- **ex•plic•it bi•as** /ik `spli sət `bias/: Preferences, beliefs, and attitudes which people are generally consciously aware.
 - Positive or negative
 - Can be communicated to others
 - Align with openly-held beliefs
 - Conscious awareness



Defining Implicit Bias

- **im•plic•it bi•as** /im `plisit `bīas/: Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
 - Positive or negative
 - Activated involuntarily
 - Without awareness or intentional control
 - Everyone is susceptible



Implicit vs. Explicit bias

- Not mutually exclusive
- Reinforce each other
- Implicit attitudes influence behavior more than explicit ones
- Discrimination resulting from implicit bias not viewed as harshly



Types of implicit bias

Selective
Attention

Diagnosis
Bias

Pattern
Recognition

Value
Attribution

Confirmation
Bias

Priming
Effect

Commitment
Confirmation

Stereotype
Threat

Anchoring
bias

Group Think

Implicit Bias is...

- ✓ Unconscious & automatic
- ✓ Pervasive
- ✓ Do not always align with explicit beliefs
- ✓ Real-world effects on behavior
- ✓ Malleable



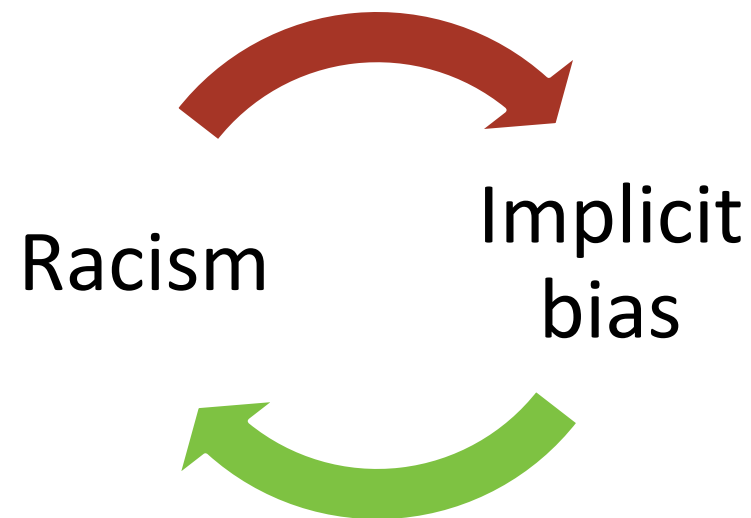
Implicit bias is not..

- ∅ Suppressed thoughts
- ∅ Stereotyping
- ∅ Indicative of character flaw
- ∅ Unchangeable



Implicit bias vs Racism

- Racism is marginalization/oppression based on socially constructed biases
- Racism viewed more as a social ill than individual acts of discrimination

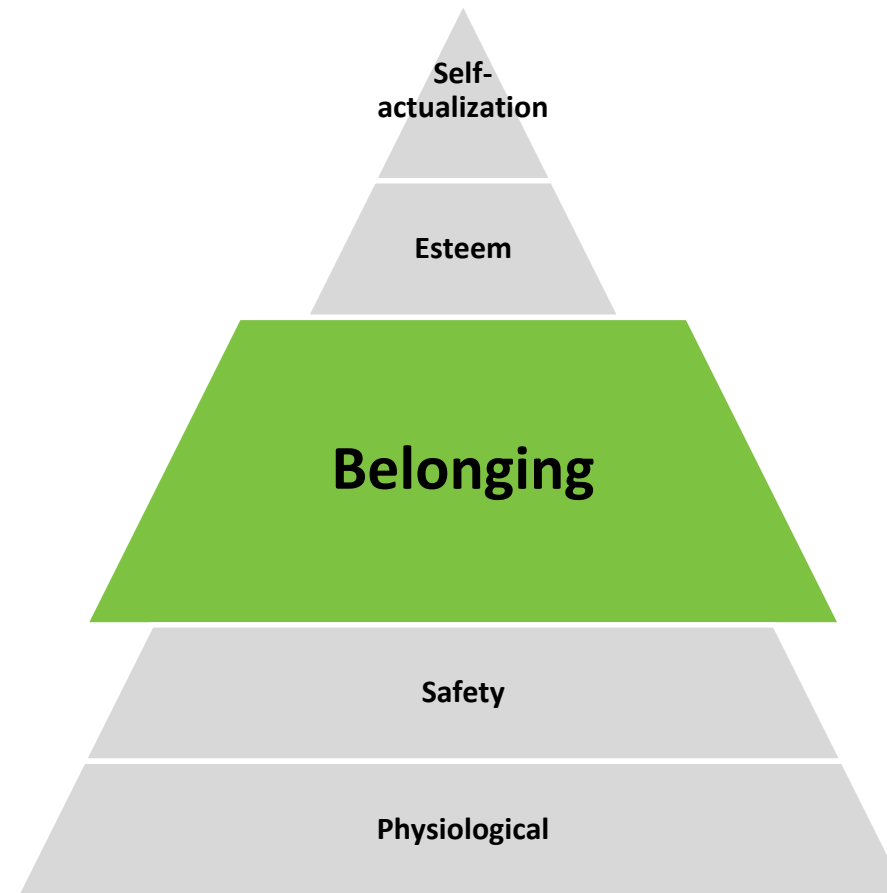


Related Concepts



Ingroups & Outgroups

- People tend to favor people who exist in similar groups as them
- Ingroup *favoritism* plays a bigger role in discrimination than outgroup *hostility*



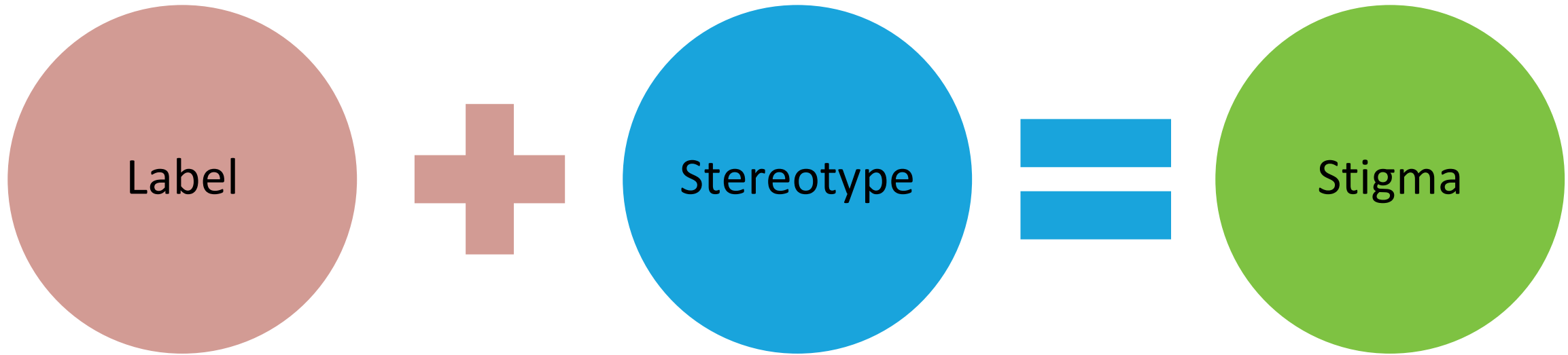
Microaggressions

- Verbal, behavioral and environmental indignities
- Communicate hostile, derogatory or negative slights and insights
- Intentional or unintentional
- Brief and commonplace, daily
- Microassaults, microinsults, microinvalidations

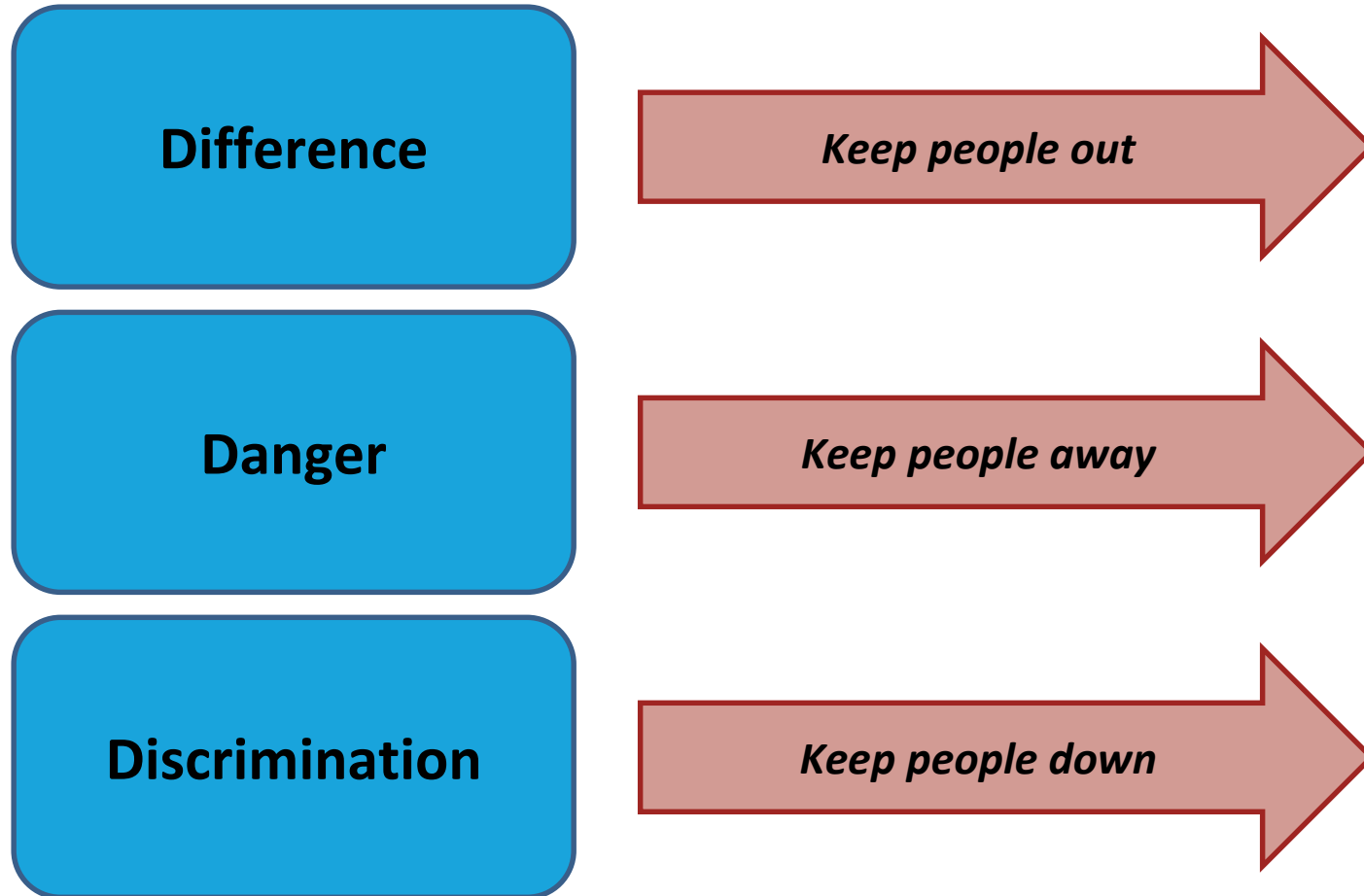
You're so articulate!

You speak really good English.

Stigma



The Purpose & Impact of Stigma



Break



Understanding the Impact



Implicit Bias Across Domains

- Criminal legal system
 - Police, Courtrooms
- Education
- Employment
- Housing
- Healthcare



Health Care

- Provider-patient communication
 - Fewer positive interactions
 - More clinician verbal dominance
- Reduced trust, less follow through
- Lower perception of care
- Differential treatment
- Pain perception



Mental Health Care

- Less opportunity for services
- Misdiagnosis or under-diagnosis
- Less patient-centered care
- Fewer referrals to specialized treatment
- Lower adherence to evidence-based practices



Substance Use Treatment

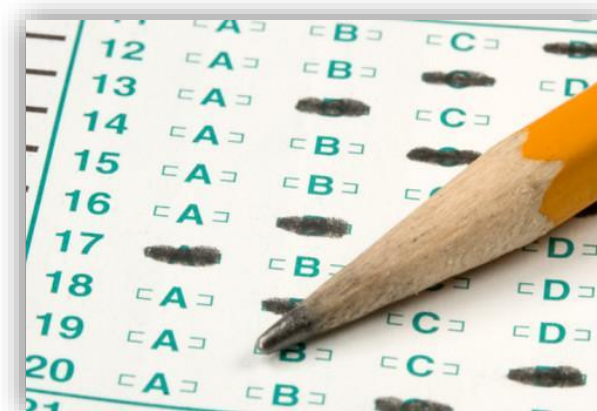


Measuring Bias



Assessment Tools

- Implicit Association Test
 - Measures attitudes and beliefs that people may be unwilling or unable to report
 - [Project Implicit \(harvard.edu\)](http://ProjectImplicit.harvard.edu)
- Clinician Self-Evaluation Form
 - This tool assists in fostering reflections on bias



Self-Evaluation

- 5 – Strongly Agree
- 4 – Agree
- 3 – Neutral
- 2 – Disagree
- 1 – Strongly Disagree

Exploring Personal Biases

- In the last 6 months, I have taken an Implicit Association Test (implicit.harvard.edu) to explore biases I may possess.
- I have explored readings and information related to implicit bias in the last 6 months

Analyzing Trends

- When analyzing service provision decisions I have made over the last 6 to 12 months, I have NOT noticed any prominent differences in my decisions or services across identity groups.
- When analyzing demographic trends of client feedback over the last 12 months, I have NOT noticed any notable differences in client perception of services across identity groups.

Evaluating Practices

- In the last two weeks of services, I have been attentive to the talk time ratios — the balance of time spent talking with vs. listening to — with clients of various backgrounds.
- Reflecting on my most recent 15 clients, I have consistently sought connect with my clients around our common identity/ies.
- Reflecting on my most recent 15 clients, I have actively engaged in **perspective-taking** when providing care to my clients.
- Over the last 6 months, I have frequently engaged in practices aimed at increasing my cognitive control (e.g. mindfulness meditation) in an effort to mitigate the influence of implicit bias in my care provision.
- Institutional Leaders: I have made intentional decisions to construct diverse clinical care teams and facilitate **intergroup contact** over the last 3 months.

Discussion

- What examples of bias came up
- What areas for personal growth do you notice?
- How difficult was it to review your own biases?



Realigning Priorities



It is probably not possible for us to get rid of all our biases, nor is it desirable. Our brain's way of sorting through lots of stimuli quickly is what allows us to move through the world and survive. What we need to learn is how to slow down the biases that betray our values long enough for us to act in a way that is more aligned with what we believe.

Vernā Myers

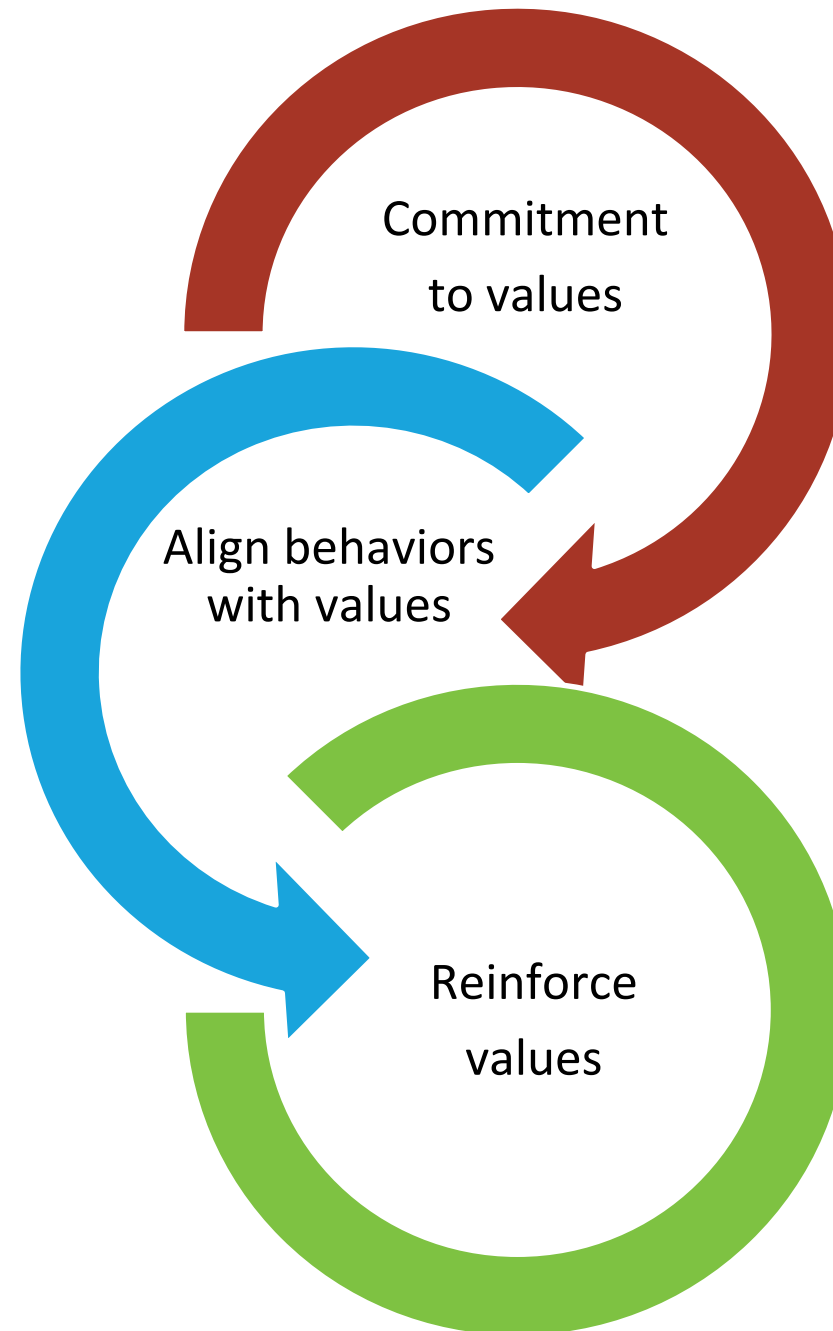
*Author, Inclusion Strategist,
and Social Commentator*

Can implicit attitudes change?

- How do we change something that is unconscious?
- With new information we can re-evaluate first impressions
- New information > Re-interpret previous knowledge
- Implicit attitude changes don't always last



Motivation



Unconditional Positive Regard

- Caring for a person without possessiveness
- Allowing space for people to have their own feelings and experiences
- Non-judgment



Debiasing Strategies



3 Key Strategies



Perspective taking



Mindfulness

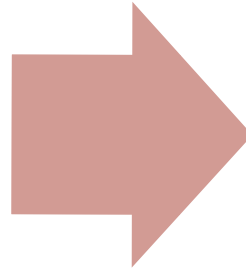


Building new associations

Perspective taking

Consider a situation from someone else's point of view

- Blurs the boundaries of us and them
- Comes natural with ingroup members
- Requires more active attention with outgroup members



Effect

- Increased empathy
- Reduction of unconscious prejudiced attitudes and discriminatory behaviors
- Decreased activation of negative stereotypes

Mindfulness

Paying attention to the process of care instead of habits and stereotypes

- Create space between automatic reflexes and responses
- Non-judgmental reflection
- Thoughts and feelings are mental events, not part of self



Strategies

- Mindfulness meditation
- Loving-kindness meditation
- SPACE2
 - Slowing Down
 - Perspective Taking
 - Asking Yourself
 - Cultural Intelligence
 - Exemplars
 - Expand



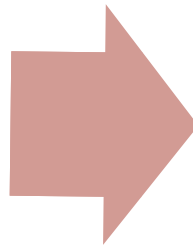
Effect

- Reduce cognitive biases
- Decrease outgroup bias
- Positive emotions
- Increases egalitarian mindset
- Job satisfaction and general wellbeing

Building New Associations

Replace associations with new ones more aligned with values

- Counter-stereotypes
- Inter-group contact
- Decategorization
- Recategorization



Effect

- Reduces automatic negative associations
- Expands sense of ingroup
- Promotes individuation of outgroup members
- Reduces us / them boundary



Review

- Implicit bias is the unconscious attitudes that affect our understanding of people
- Implicit bias has an enormous and cumulative effect on outgroups
- Even though implicit bias is unconscious, we can change it!
- Finding ways to slow down and make space in our automatic reactions lets us blur the boundaries between ingroups and outgroups



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