



Northeast & Caribbean (HHS Region 2)

PTTC

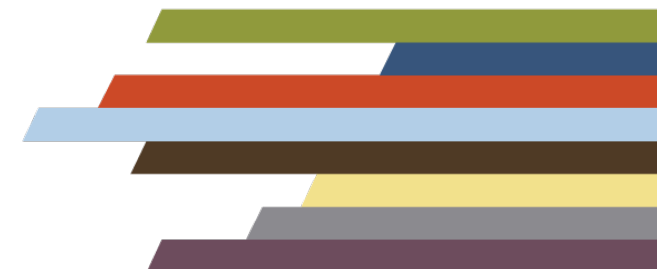
Prevention Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

# IMPLICIT BIAS

## Understanding the Impact of What We *Don't* See

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SBIRT / Equity & Inclusion



# Certificate of Completion



## Office of Addiction Services and Supports

- At the end of the session, you will complete an online evaluation prior to closing and going offline (instructions to follow).
- Certificates will be sent out within a week or so along with a copy of the slides.
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# Northeast & Caribbean PTTC Team

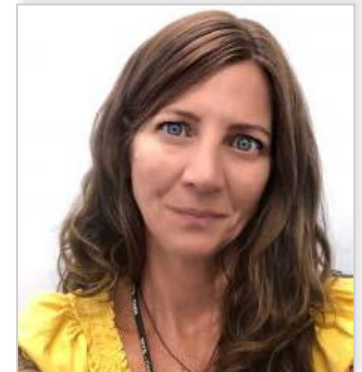


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# Disclaimer

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# Purpose of SAMHSA's Technology Transfer Centers

The purpose of the Technology Transfer Centers (TTC) program is to ***develop and strengthen the specialized behavioral healthcare and primary healthcare workforce*** that provides substance use disorder (SUD) and mental health prevention, treatment, and recovery support services.

Help people and organizations incorporate ***effective practices*** into substance use and mental health disorder prevention, treatment and recovery services



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# HHS Regions

# 10 Regional Centers



The use of affirming language inspires hope and advances recovery.

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LANGUAGE MATTERS.

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**Words have power.**



**PEOPLE FIRST.**



The ATTC Network uses affirming language to promote the promises of recovery by advancing evidence-based and culturally informed practices.

# Virtual Platform Logistics

- Camera visual and participation
- Chat box
- Raise your hand
- Muting and unmuting
- Connectivity issues





# Goals

Provide an overview of implicit bias and its potential effect on provider perceptions, language, behavior, service outcomes; inform on bias reducing strategies including the benefits of using person first language.



# Disparities in Behavioral Health Services

- The rate of past month 35.9% and past year 54.3% alcohol use among Native Americans/Alaska Natives is significantly higher than other ethnic groups, higher rates of heart and liver disease.
- 6.5 million Black/African Americans had a mental illness or substance use disorder. Black/African Americans are 20% more likely to report serious psychological distress than Whites.
- 1 in 10 Latinos approach a mental health professional for psychological symptoms, 1 in 5 Latinx approach a doctor.



# Social Determinants of Health



# When Domains are Deficient

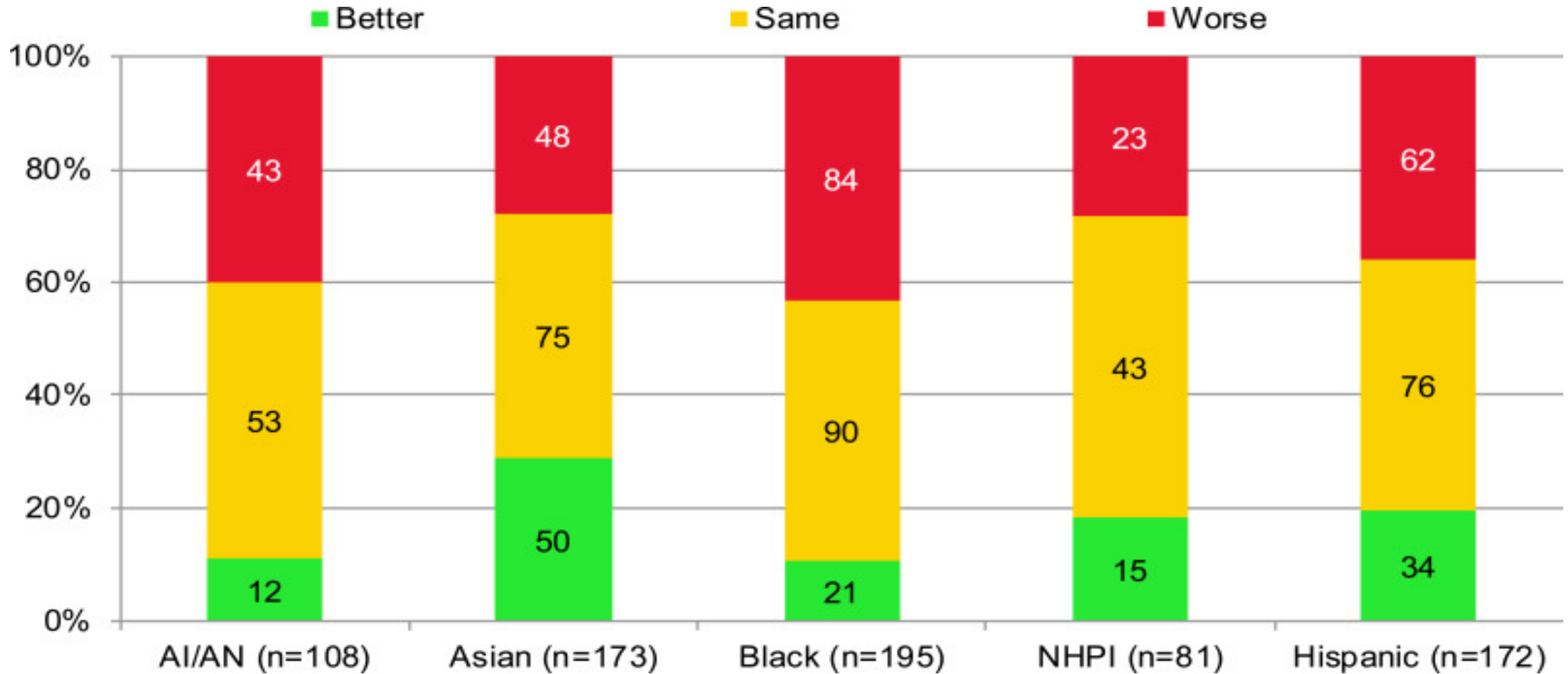


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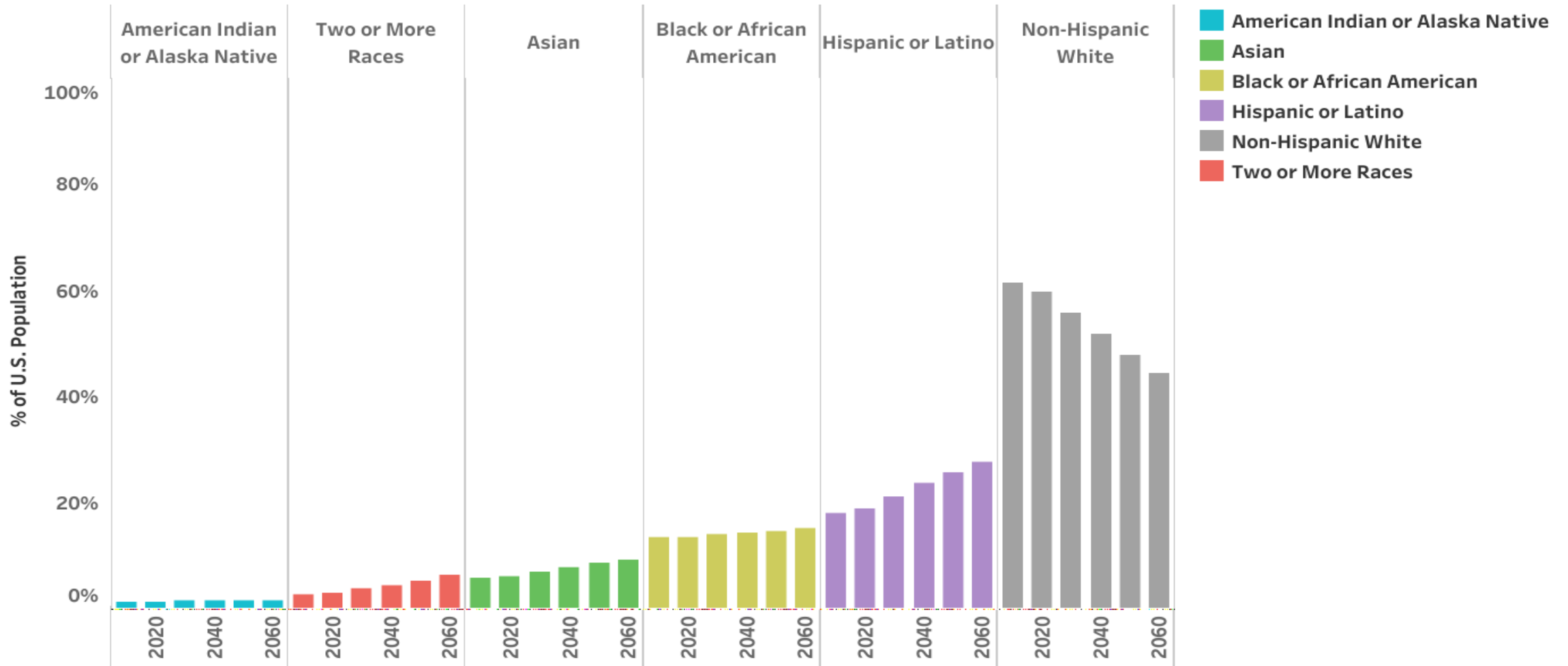
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# How it Translates



# US Population by Race/Ethnicity 2016-2060



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Statista, United States' population growth projections for 2015-2060, Published by Statista Research Department, Dec 31, 2014, <https://www.statista.com/statistics/183481/united-states-population-projection/>

# Factors that Contribute to Health Disparities

- Structural inequities and social determinants of health including inadequate access to care, poor quality of care, community features (such as poverty and violence) and personal behavior are believed to be primary causes of health disparities.
- Communities historically impacted:
  - Racial and ethnic populations
  - People with limited English proficiency (LEP) and low health literacy
  - LGBTQ+ communities
  - People with disabilities





# Barriers to Care

- Unconscious bias
- Systems of care poorly designed for diverse populations
- Language barriers
- Patient/client fears and distrust
- Stigma and discrimination
- Poor cross-cultural communication between providers and patients
- Lack of diversity in health care leadership and workforce



# Implicit Bias

- “Unconscious (or implicit) bias” occurs when an individual’s subconscious beliefs about attributes, such as race, ethnicity, gender, socioeconomic status, age, and sexual orientation, result in an automatic and unconscious reaction or behavior, even in the well-intentioned person.
- “These attitudes or stereotypes affect our understanding, actions, and decisions in an unconscious manner. Everyone is susceptible.”





Why Does It Matter?

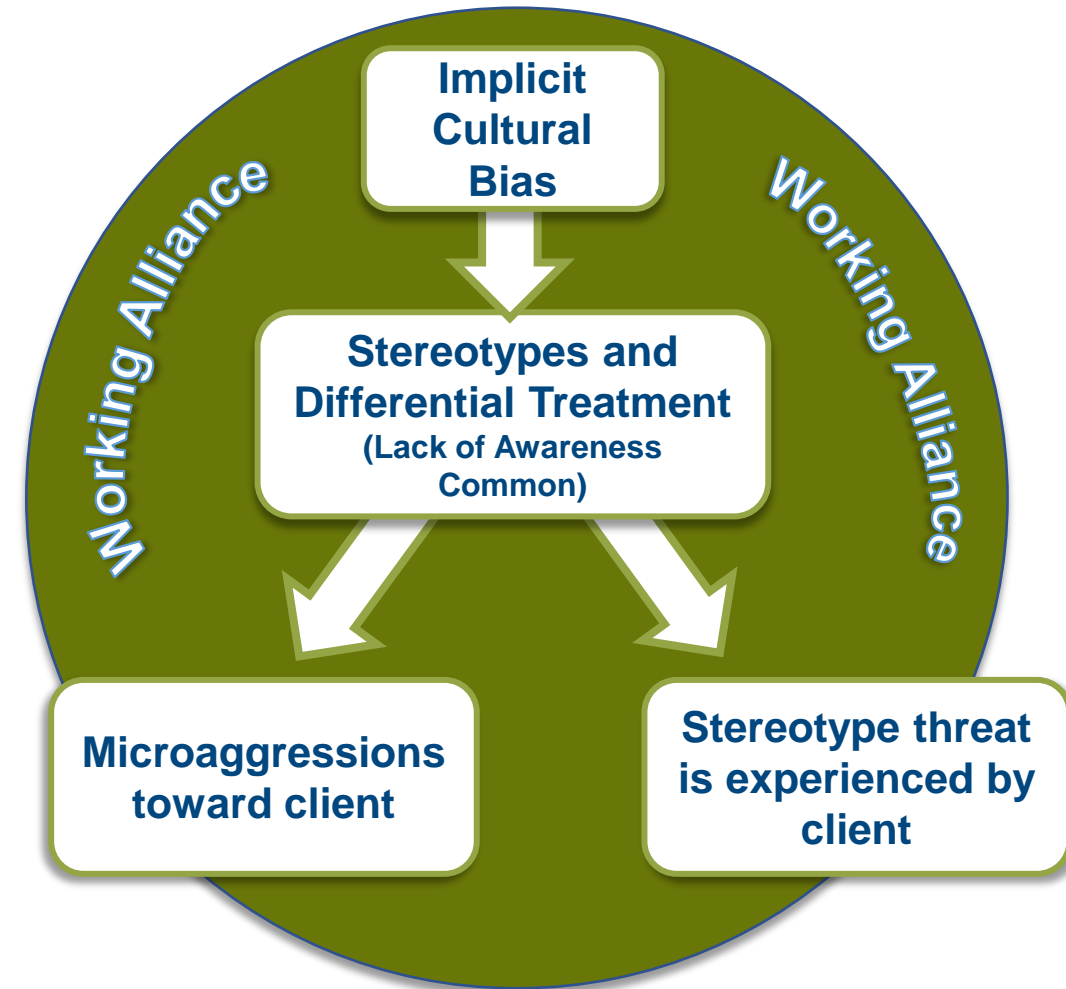


# Behavioral Health Bias

## Study findings:

Mental Health and Substance Use Disorder professionals were more likely to judge and agree to disciplinary actions toward clients referred to as 'substance abusers,' as opposed to a person with a substance use disorder.


Mental Health practitioners were less likely to believe that clients deserved treatment when referred to as a 'substance abuser.'




# Perspectives in Care

- Patients present with varied healthcare needs, expectations, and preferences, some of which are socio-culturally determined.
- Providers: their own expectations, beliefs influenced by their professional training and experience, as well as by their social experiences and broader societal norms and structures.





*The reality is, all moments of human decision-making are susceptible to the influence of implicit bias; whether positive or negative, those biases have grave affects on outcomes in all sectors of our society.*





Night and \_\_\_\_\_

Black and \_\_\_\_\_

Young and \_\_\_\_\_



# Conditioning Dynamics

- You are conditioned since childhood to internalize the environment around you, always ***reading and absorbing signs and messages*** from your environment, experiences you have, and people you engage with throughout your life including.
- The brain both consciously and unconsciously processes information very rapidly and causes an action for a particular situation.



# The Unconscious Mind

- Automatic brain (automatic processing) overrides your conscious intentions of impartiality.
- Limbic system sorts information into categories, the mind fills in gaps when we receive only partial information.
- Collectively, these processes called schemas, form the ‘frame’ or “frame of reference,” that help us interpret and respond to the world around us.





# Schemas

- Schemas categorize people with generalized associations of salient accessible traits such as gender, age, race, and can create stereotypes about people or groups.
- This ‘information’ are memory traces and the basis of decision making, thought processing and interpretation.





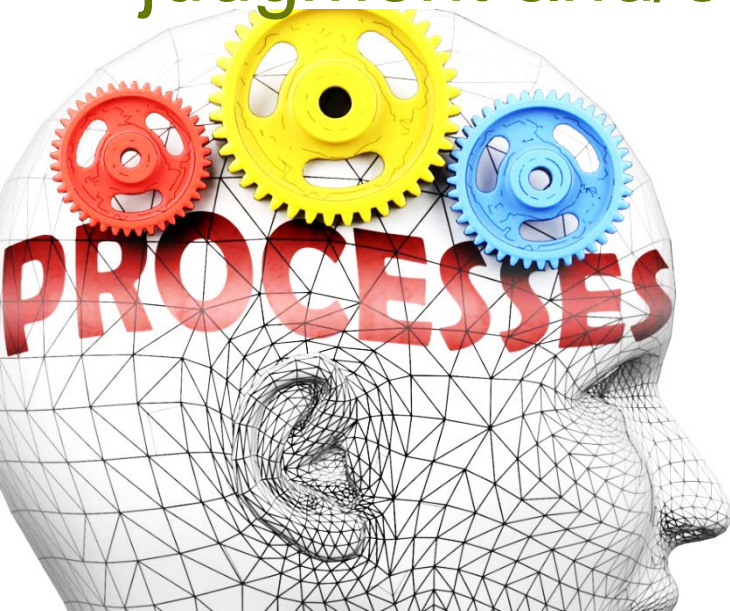
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# The Role of Heuristics

- Mental shortcuts that help us problem solve and make judgments quickly, without much effort.
- While schemas form the basis for knowledge, attitudes, or beliefs we hold...heuristics are simple rules that govern our judgment and/or decision-making.



It is the basis of “rapid ‘social categorization,’ whereby we routinely and quickly sort people into groups.”

# Heuristics Can Lead to Bias

- Because they help us make fast decisions, they can also lead us to make ***errors in judgment***.
- Despite our intentions of fairness, and the fact that many of us explicitly reject overt racial stereotypes and discriminatory action, we are unaware that we harbor unconscious attitudes or racial associations.
- Being aware of how these heuristics work, as well as the potential biases they introduce, should help to make more informed, accurate, and fair decisions.



# Sources of Unconscious Bias

- Past or early life experiences
- The environment in which a child is raised
- The culture in which an individual is raised with
- Educational systems
- Environmental situations
- Media coverage



# Media Reinforcing Racial Bias



AP Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

Email Photo Print Photo

RECOMMEND THIS PHOTO Recommended Photos  
Recommend It: Average (138 votes)



Captions for each photo emphasizes that White people are good, and people of color are criminals.



AFP 3:47 AM ET

Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)

Email Photo Print Photo

RECOMMEND THIS PHOTO Recommended Photos  
Recommend It: Average (211 votes)



#### RELATED

• Katrina's Effects, at a Glance AP - Tue Aug 30, 1:26 PM ET

Hurricanes & Tropical Storms

# Bias vs Preferences?



- Biases are a natural and necessary part of being human. They help us be receptive or unfriendly toward someone or something, decide if something or someone is safe or not safe.
- We all have biases that help us choose to either support or not support ideas, behaviors, philosophies, people.
- Unfortunately, our biases may result in behavior that is often unjustified.





Was It Something I Said?





## Column A STATEMENTS

1) Why are all Black women so loud?"

2) "You throw like a girl."

3) "You can succeed if you try hard enough."

4) "Being gay is just a phase."

5) "You are a credit to your race."

## Column B POSSIBLE INTERPRETATIONS

a) You should assimilate to the dominant culture.

b) Feminine traits are undesirable.

c) You are lazy.

d) Your identity is invalid.

e) People of your background are unintelligent.

# What Are These?

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## **MICROAGGRESSION:**

**A TERM USED FOR BRIEF AND COMMONPLACE DAILY VERBAL, BEHAVIOURAL, OR ENVIRONMENTAL INDIGNITIES, WHETHER INTENTIONAL OR UNINTENTIONAL, THAT COMMUNICATE HOSTILE, DEROGATORY, OR NEGATIVE PREJUDICIAL SLIGHTS AND INSULTS TOWARD ANY GROUP, PARTICULARLY CULTURALLY MARGINALIZED GROUPS.**

# Microaggressions - Examples

- Referring to being LGBTQ as a “choice” or “lifestyle”
- “As a woman, I know what you go through as a racial minority”
- “There is only one race, the human race”
- Refusing to use gender-neutral pronouns because it’s “too hard” or “grammatically incorrect”
- A store owner follows a person of color around in the store
- *...others?*





## Impact of Microaggressions

The internalized shame induced by repeatedly experiencing such insults creates a hypersensitivity to social judgment, leaving one self-questioning whether perceived slights are real or imagined.

# Contributing Factors for Implicit Bias

- High cognitive load
- High stress in a fast paced environment
- Distracted or pressured decision-making circumstances
- Lack of feedback or communication
- Fatigue





Identify implicit biases and replace  
with new habits.



# How Do I Identify My Personal Bias?

- **Recognize that implicit bias is in you** through a lifetime of conditioning and experiences that have helped to develop latent negative attitudes and stereotypes toward people of color.
- **Know that implicit bias** adversely affects decision making, even if you don't set out to intentionally discriminate against anyone.
- **Take measures to identify and assess** your own implicit bias that manifests in your profession, practices, and decision making.



# 4 Questions

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- Who are your three best friends?
- Do you automatically exclude certain neighborhoods as places you might live or send your kids to school?
- Do you only date a certain type?
- Do you have a ‘gay friend’ or ‘black doctor?’



# Use Your Own Questions

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## Food for thought

- Ask your own questions like, if you ride the subway to work and two seats are available, would you sit next to the White person or the Black person?
- In a restaurant, if you had a choice of a table near the large window overlooking the river, would you request the table near the White family or the Asian or Hispanic family speaking amongst themselves in their cultural language?

Luisa Montalvo, 2nd place  
winner of the 2019  
World Championship  
of Public Speaking



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[https://youtu.be/xMr\\_UY0YpXk](https://youtu.be/xMr_UY0YpXk)

# Moving Toward Action!

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*“The good news is that individuals, once educated on the science of implicit bias, can impact those biases.”*

- Our developed unconscious bias and attitudes can be ‘unlearned,’ and new mental associations can replace them.
- Going forward using an Equity lens.

# Bias Reducing Strategies

- Stereotype replacement
- Counter-stereotypic imaging
- Individuation
- Perspective taking
- Increasing opportunities for contact with individuals from different groups
- Partnership building



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Institute for Healthcare Improvement, 2017, How to Reduce Implicit Bias, <https://www.ihl.org/communities/blogs/how-to-reduce-implicit-bias>

# Considerations

- What are some known risk areas where bias can influence interactions and decision-making?
- What are potential solutions to address them?



# Reframing with an Equity Lens

Just like schemas form the frames we interpret our world with, and heuristics direct our judgments and decision-making, ***re-framing*** offers opportunities to convey social justice values that can lead to equitable outcomes and:

- Offers evidence of implicit biases and more overt forms of racism by documenting disparate outcomes.
- Emphasizes a need for institutional and policy change.
- Points to equitable and fair solutions.



# Self Assessment Resources

## 1) Understanding Prejudice: Implicit Association Test

[www.understandingprejudice.org/IAT/](http://www.understandingprejudice.org/IAT/)

## 2) Teaching Tolerance: Test Yourself for Hidden Bias

<https://www.tolerance.org/professional-development/test-yourself-for-hidden-bias>

## 3) Look Different: Bias Cleanse

<https://www.mtvact.com/features/Look-Different>



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# Historical Timeline Resources

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- **An Ecological Snapshot of Racial Inequity**

<https://attcnetwork.org/centers/attc-network-coordinating-office/product/ecological-snapshot-racial-inequity>

- **Historical Timeline of Race Relations**

<https://www.womenoftheelca.org/filebin/pdf/justice/Timeline.pdf>



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# Contact and Survey

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Department of Psychiatry / Columbia University Medical Center

**[ATTCnetwork.org/northeastcaribbean](http://ATTCnetwork.org/northeastcaribbean)**

*If you are sharing a computer with others, please type your names in the chat box.*

Please fill out your evaluation forms – it will only take a couple of minutes! Just scan the code with the camera on your smart phone, click on the link in the chat box, or type the link into your browser:

*Don't worry if you can't – an email with the link will be sent to you on Monday, along with a copy of the slides.*