

Technical Information

SAMHSA

Substance Abuse and Mental Health
Services Administration

This training was developed under the Substance Abuse and Mental Health Services Administration's **Addiction**, **Mental Health**, and **Prevention** Technology Transfer Center task orders.

For training use only.

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LIVE

This webinar is now live.



It is being recorded
and archived.



Please remain muted.



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Welcome

Central East ATTC, MHTTC, and PTTC Webinar

The Hidden Self- Exploring our Implicit Bias



*The Central East ATTC, MHTTC, and PTTC are housed at
the Danya Institute in Silver Spring, MD*

Renata Henry
Executive Director

Each TTC Network includes 13 centers.*



Network Coordinating Office

National American Indian and Alaska Native Center

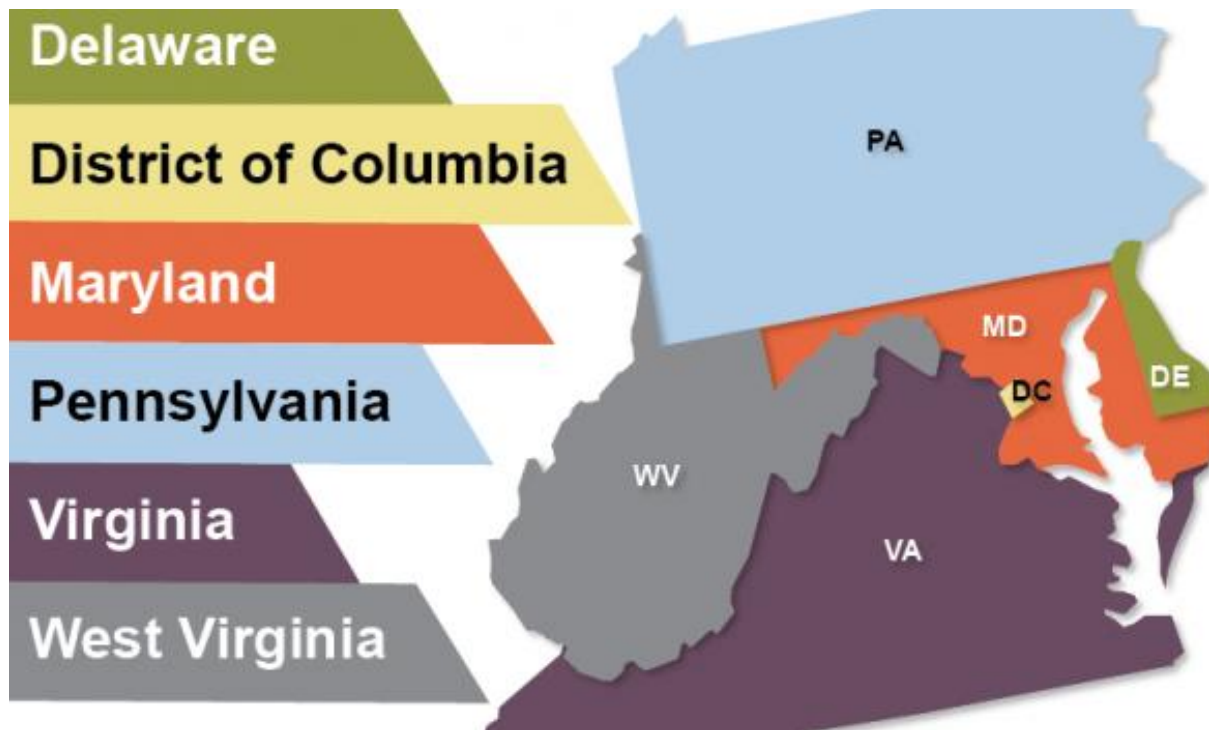
National Hispanic and Latino Center

10 Regional Centers (aligned with HHS regions)

**The ATTC Network also includes 4 international HIV centers funded by the President's Emergency Plan for AIDS Relief.*

Central East Region

HHS REGION 3



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Eligibility

Behavioral health and health care providers, consumers, families, state and local public health systems and other stakeholders

Consistent with Regional, State and Local Needs

No cost

Data Driven

EBPs provided by Subject Matter Experts



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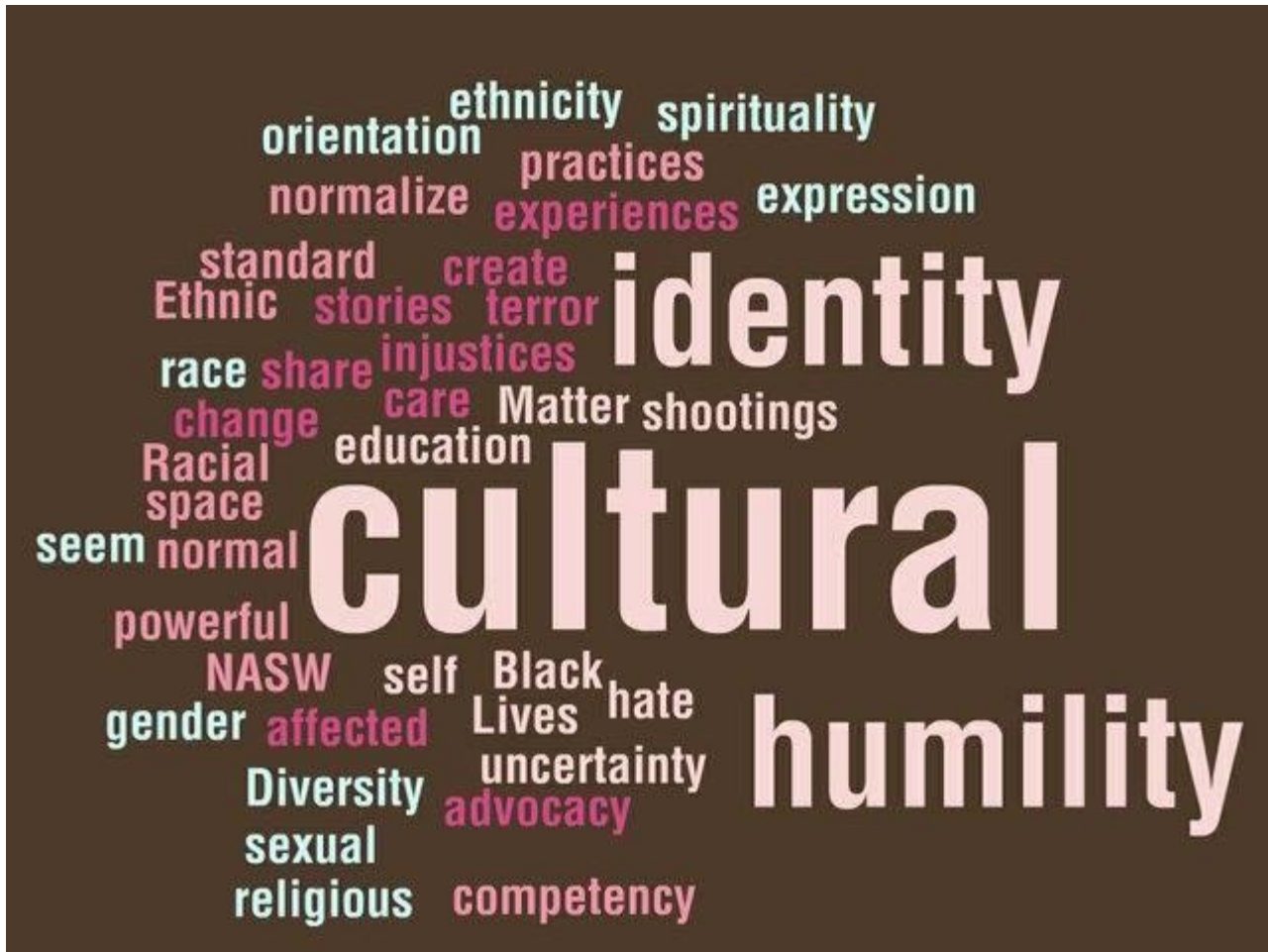
The use of affirming language inspires hope.

LANGUAGE MATTERS.

Words have power.

PEOPLE FIRST.

The PTTC Network uses affirming language to promote the application of evidence-based and culturally informed practices.





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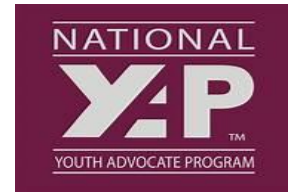
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The Hidden Self- Exploring our Implicit Bias

January 19, 2021

**Facilitator – Anthony President
Presidential Consultants, LLC**





Anthony President
www.anthonypresident.com



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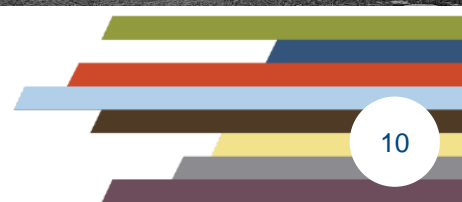
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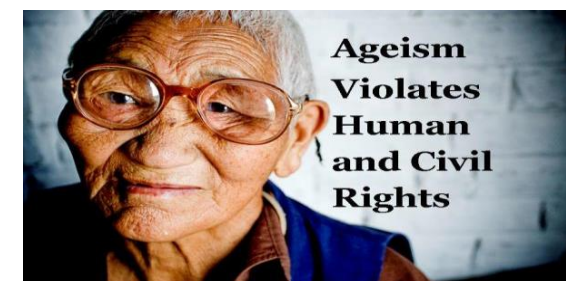
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Give respect Get respect



Safety

A Few Agreements...

- Accept that there are no spectators on this webinar, active participation is required
- Accept that it can be challenging dealing with a side of ourselves that we would rather not confront
- Accept that the way to improve on acting on our Implicit Bias is to admit that we have them
- Accept that on this webinar we will share with each other as a pathway to growth & understanding



Our Why

Mental health professionals and medical students had equally high levels of implicit bias against people with mental illness, suggesting that prolonged work with people who have mental illness does not necessarily reduce implicit biases.



Kopera, Maciej, et al, Evaluating Explicit and Implicit Stigma of Mental Illness in Mental Health Professionals and Medical Students, Community Mental Health Journal (2015). <https://link.springer.com/article/10.1007/s10597-014-9796-6>



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We All Vibe with our Tribe

<https://youtu.be/3EoNYklyShs>



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Our Why

Relevance to Behavioral Health

Bias in all human being begins in childhood and is a natural cognitive function of us all. Well intentioned people who consciously disapprove of bias can still harbor implicit bias. Implicit bias can occur **instantly & involuntarily** with certain groups of people (Justice Research & Statistics Association, 2018). This workshop challenges Behavioral Health Professionals to examine their implicit biases which can influence treatment decisions, actions and behaviors towards clients, colleagues and community partners. We will assess our implicit biases and learn strategies to limit and manage them.



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Objectives

- Define and understand implicit bias
- Understand the challenges and potential effects of implicit
- Assess and determine implicit biases we may possess
- Use strategies to help cleanse implicit bias in our daily service delivery and decision making



The Impact of Implicit Bias on Mental Health Professionals

- Emerging research shows that implicit bias is prevalent among service providers
- Negative or stigmatizing attitudes held at a subconscious level are automatically activated during practitioner-client encounters
- Implicit attitudes may manifest at the intersection between mental health and criminal justice institutions



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The Impact of Implicit Bias on Mental Health Professionals

Implicit biases can negatively influence a provider's;

- 1) Willingness to engage in patient-centered care
- 2) Provide referrals to specialized treatment
- 3) Adhere to evidence-based guidelines when serving diverse populations



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The Impact of Implicit Bias on Mental Health Professionals

Providers' unconscious attitudes about groups such as

People of Color,
Homeless Persons,
Veterans,
Foster Youth,
LGBTQ+ Persons,
Incarcerated Individuals,
Addicted Persons & Medicaid Clients

can have multiple negative consequences for individuals seeking mental health treatment

Implicit Bias and Mental Health Professionals: Priorities and Directions for Research



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The Impact of Implicit Bias on Mental Health Professionals

Negative consequences for individuals seeking mental health treatment;

- Misinterpretation of emotional expressions leading to improper treatment or withholding of referrals
- Intersectional Mental Health Disparities (i.e., Criminal Justice System is one of the largest mental health providers in the U.S.)
- Poorer Treatment Adherence
- Microaggressions from Mental Health Care Professionals



American Psychiatric Association



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Impact of Implicit Bias on Those Targeted

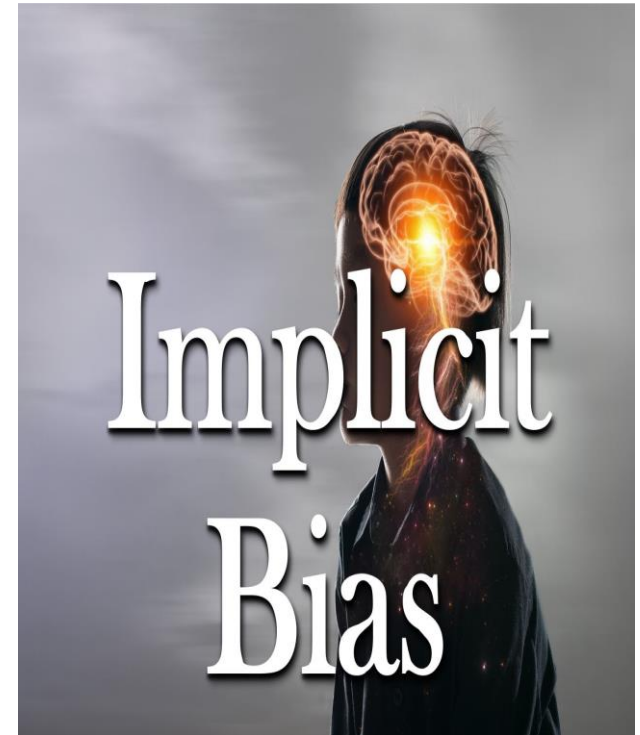
- Stress & Anxiety
- Higher internalized Stigma
- Greater anticipation of future discrimination by Behavioral Health Professionals
- Lower well-being overall
- Psychological Distress
- Less likely to receive a referral from their Primary Care Physicians

Ending Discrimination Against People with Mental and Substance Use Disorders: The Evidence for Stigma Change.



Understanding Implicit Bias...

- **Bias-** is the intersection of stereotyping, prejudice & discrimination
- **Implicit Bias-** automatic associations made by the unconscious mind
- **Automatic Associations & Stereotypes-** can influence behaviors making people respond in biased ways even when they are not explicitly prejudiced



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Implicit Bias – A Closer Look

<https://youtu.be/ZWgVs4qj1ho>



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Video Debrief

- Do you see yourself in this film and why?
- Can you think of instances in your service delivery where you displayed bias in the past?
- How can this film help you work through implicit bias you may have?



How Implicit Bias Impacts Us All

- All people have bias and it is a normal part of human functioning
- Well-meaning people could still fall into the trap of implicit bias who may consciously reject bias towards others
- Our Bias also impacts our view of ourselves and therefore our work performance (i.e. positive stereotypes can have an Encouraging impact and negative stereotypes can have a Suppressing impact)
- Bias has a purpose and is necessary in human beings
- Human beings can learn to reduce & manage their biases



The Bias Beneath: Two Decades of Measuring Implicit Associations



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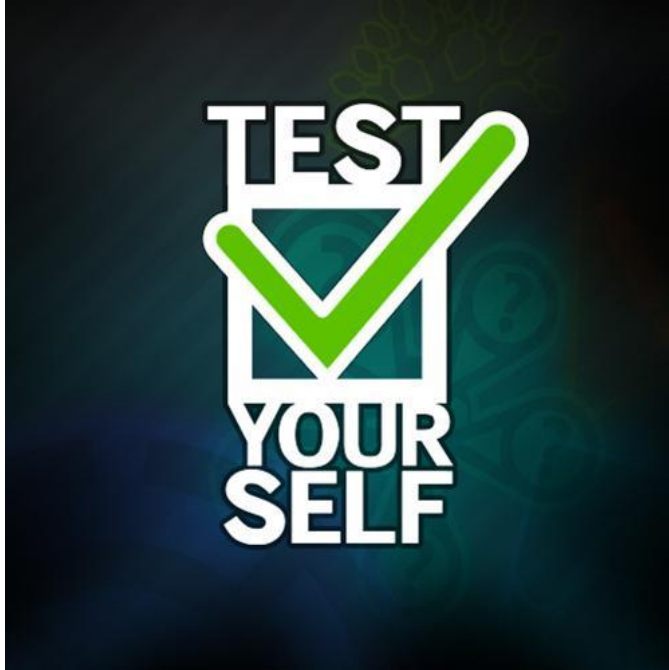
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Implicit Bias Test



Project Implicit-
<https://implicit.harvard.edu/implicit/takeatest.html>

How Did Your Test Results H.I.T. You?

H = Helpful

I = Interesting

T = Thought Provoking



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The 3 A Way

A = Admit It

A = Analyze

A = Activate a Strategy to Manage It



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The 3 A Way- Admit It

“ If you really knew me, you would know I have implicit bias towards _____ and I think it may be due to _____.”



The 3 A Way-Analyze

What Birthed Your Bias???

The 5 Whys????

My Implicit Bias is _____

- 1) Why _____ (I Think...)
- 2) Why _____ (I Feel...)
- 3) Why _____ (I Become...)
- 4) Why _____ (I Remember...)
- 5) Why _____ (I Was ...)



The 3 A-Way – Activate A Strategy

30 Day Bias Cleanse

- Education (Facts vs Fiction)
- Immersion (Documentaries, Podcast, Webinars)
- Experiences (Authentic Interactions with Members of the Group I have Bias With)



3 A Way Debrief

How Do You Feel?
What did you Learn?
What Will You Do?



Ongoing Strategies to Work Through our Biases

E = Education

E = Experiences & Activities

E = Empathy

E = Exposure



Ongoing Strategies to Work Through our Biases

E = Education

Ongoing Education about diversity, cultural humility & cultural reflexivity in the form of;

- Town Hall Meetings with Those we Serve & Community Partners
- Journal Articles
- Podcast
- Webinars
- Exit Interviews
- Sharing Circles with Diverse Colleagues
- Point of Contact Client Check Ins



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Ongoing Strategies to Work Through our Biases

E = Experiences & Activities

Create Everyday Opportunities to experience diversity both big & small

- Strike up a Conversation with s Stranger
- Partake in Stereotype Smashing Experiences (i.e. lunch & learns)
- Bias Cleanses Activities
<http://www.lookdifferent.org/what-can-i-do/bias-cleanse>
- Watch Documentaries shown from the perspective of those targeted that deal with diversity, structural racism, inclusion



Ongoing Strategies to Work Through our Biases

E = Empathy

- Learn about the Historical Trauma of those we serve
- Survey those we serve (formal & informal)
- Listen to the stories of those impacted by implicit bias and understand the devastating impact
- Be open when confronted with your own bias towards others, notice your defensiveness and accept the discomfort of unlearning and relearning
- Give Micro Affirmations all day, everyday by providing consistent and clear feedback that can help a person;
 - Feel inclusion & Caring
 - Comforted & Supported
 - Listened to & Encouraged



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Ongoing Strategies to Work Through our Biases

E = Exposure

- Attend community events that educate & celebrate diversity
- Volunteer for causes that advocate for justice & equity
- Choose to expand your “Cup”
- Participate/Create Agency initiatives to reach out to the community as a partner and neighbor



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Moving Forward



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Take Back to the Desk Action Plan

Based on the ideas discussed today, please create your personal plan of attacking implicit bias. What you will...

Start

Stop

Continue

Change

Resume



Contact Us



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Funded by Substance Abuse and Mental Health Services Administration

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