



Unconscious Bias: Raising Health Equity

Orisha Bowers, Ph.D. (she/her)

Regional Director (HEPConnect)

Harm Reduction Coalition

Adapted from Tamika Jackson's Implicit Bias Training



Housekeeping

- The session will be recorded. If you do not want your image shared, keep your video off.
- Please keep your audio on mute when not speaking.
- Please contact Adam Ungson from HMA Associates in the private chat with any technical difficulties.

Video Consent Statement

By attending this remote webinar event, you agree to the privacy policy of Santa Clara County Public Health as well as the unassociated remote hosting service. Some of your personal information, such as name, image, and any shared messages may be shared with other meeting participants and will be recorded by HMA Associates who will make the recording available as public domain. Your remote attendance hereby discharges Santa Clara County Public Health from all claims, demands, rights, promises, damages and liabilities arising out of or in connection with the use or distribution of said video recordings, including but not limited to any claims for invasion of privacy, appropriation of likeness or defamation.

Disclosures

All presenters of this continuing medical education activity have indicated that neither they nor their spouse/legally recognized domestic partner has any financial relationships with commercial interests related to the content of this activity.

Dr. Orisha Bowers

Orisha Bowers, Ph.D. is the Regional Director at national Harm Reduction Coalition. She is a lifelong community advocate, educator, and leader. Dr. Bowers, also an ordained minister combines her love for women's health, rights, and justice with research and interdisciplinary studies to continue to creatively transform the community for universal liberation.



Learning Objectives

- Define Implicit Bias
- Define and tease apart personal biases and how they may affect my work
- Understand the intersections between implicit bias, race and class.
- Identify ways to recognize and combat implicit bias in practice and engage in the gradual process of self awareness and institutional change

Polling Question #1

Respond in the chat box

What is one word that describes your feelings after you have experienced unconscious/implicit bias?

Mind Game

- I cdnoul blveiee that I cluod aulacly uesdnatnrd waht I was rdanieg. Every single word is misspelled.
- **Everyone of us read it without effort. We did not consciously decode the message.**
- Aoccdrnig to rscheearch at Cmabrigde Uinervtsy, it deosn't mttar waht order the ltteers in a wrod are, the olny iprmoatnt thing is that the frist and lsat be in the rghit pclae. The rset can be a taotl mses and you can still raed it wouthit a porbelm. This is bcuseae the human mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe.
- **Your unconscious mind is able to decode this.**

Defining Bias

- **Implicit bias**

Attitudes and beliefs (positive or negative) about other people, ideas, issues, or institutions that occur outside of our conscious awareness and control, which affect our opinions and behavior.

Everyone has implicit bias.

Implicit Bias



“US” vs. “THEM”

In-group

- A group that one belongs to and identifies with.
- “Us”
- A Social group toward which a member feels respect and loyalty
- Tend to think of members of the ingroup as superior to outgroup members

Out-group

- A group that one does not belong to or identify with.
- “Them”
- A social group toward which a person feels a sense of competition or opposition.
- Tend to be treated or thought of as inferior (not as good) by ingroup members

YOUR GROUP “TRUSTED 10”

<u>Initials</u>	<u>Gender</u>	<u>Race</u>	<u>Age</u>	<u>Sexual Orientation</u>	<u>Education</u>	<u>Disability</u>	<u>Marital Status</u>	<u>Religion</u>

Cognitive Dissonance

The unpleasant emotion that results from believing 2 contradictory things at the same time.

“THE FIRST STEP TO DEFEATING OUR HIDDEN BIASES IS TO BE HONEST WITH OURSELVES ABOUT THE BLIND SPOTS WE HAVE. HAVING A BIAS IS ONLY HUMAN. THE ONLY SHAME IS IN MAKING NO EFFORT TO IMPROVE.”
-DR. MAHZARIN BANAJI

- Implicit bias generally results in a preference for dominant group members and creates privilege for people in those groups.
- Privilege is a special right, advantage or immunity granted or available only to a particular person or group of people.



Types of Privilege You Might Have

1. Race and Ethnicity
2. Sexual Orientation
3. Gender and Gender Identity
4. Financial Situation
5. Able bodied
6. Religion
7. Citizenship
8. Education Level



Biases to Consider

- Gender Bias
 - Physical characteristics
- Racial Bias
 - Racial Anxiety
 - Fear of law enforcement
 - Higher burdens of proof
- Bias faced by immigrants
 - Cultural bias
 - Language bias
- Disability
- Geographic needs
- Stereotype threat



Back to the Basics

- Active listening
- Come without judgment
- Come without preconception
- Believe client
- Doubt yourself
- Be mindful

Diversity

Everyone is individual and different



Equality

Equal access to opportunities



Inclusion

Inclusion is a sense of belonging: feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so that you can do your best at work

Workplace Diversity, Equity & Inclusion Defined

Begin with an inclusive culture...



1. INCLUSION

A company works toward a culture that is inclusive where everyone feels they belong.

2. EQUITY

Systems and processes are evaluated to remove biases and equitable leadership practices are put in place.

3. DIVERSITY

When workplace inclusion and equity are made a priority, diverse talent is attracted and retained.



To create organization change reverse the traditional order of DEI to IED.



Interventions

- Debiasing
- Preventing Implicit Bias from Affecting Behavior
- Other Ideas and Visions Forward

Retraining our Minds: “Debiasing”

- 1) Reprogram your brain to create new associations
 - 1) Stereotype Replacement
 - 2) Individuation
 - 3) Increase Opportunities for Contact
- 2) Be intentional
- 3) Use the “Flashlight” to expose biases
- 4) Understand and redirect such thoughts – don’t try to suppress them
- 5) Question yourself...
- 6) Continue to educate yourself and those around you.
- 7) Our Work should not be ONE SIZE FITS ALL
- 8) Commit to an ACTION PLAN!!!

That's all Folks!

Question & Answer Period

Orisha Bowers, Ph.D. (she/her)

Regional Director (HEPConnect)

901-399-4565

Based in Memphis, TN

bowers@harmreduction.org

harmreduction.org