



Recognizing & Mitigating Implicit Bias

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Learning Objectives

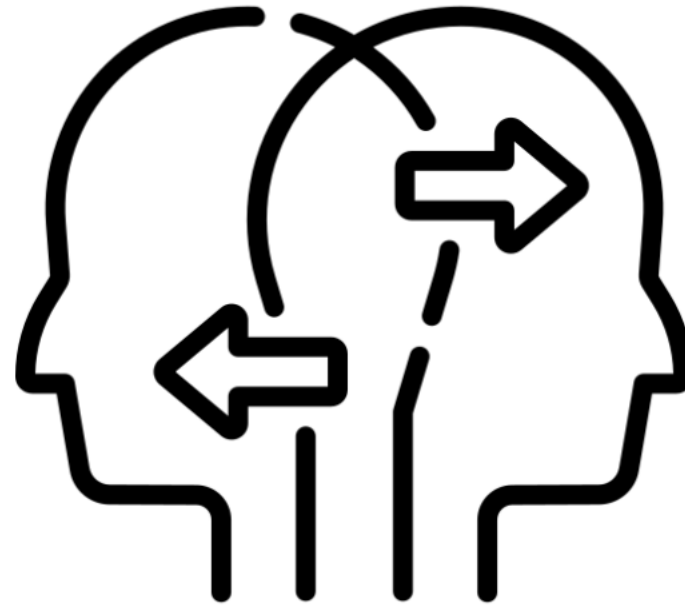


- Social Identity Fundamentals
- Implicit Bias Essentials
- Implicit Bias Mitigation Strategies
- Leveraging Mitigation Actions

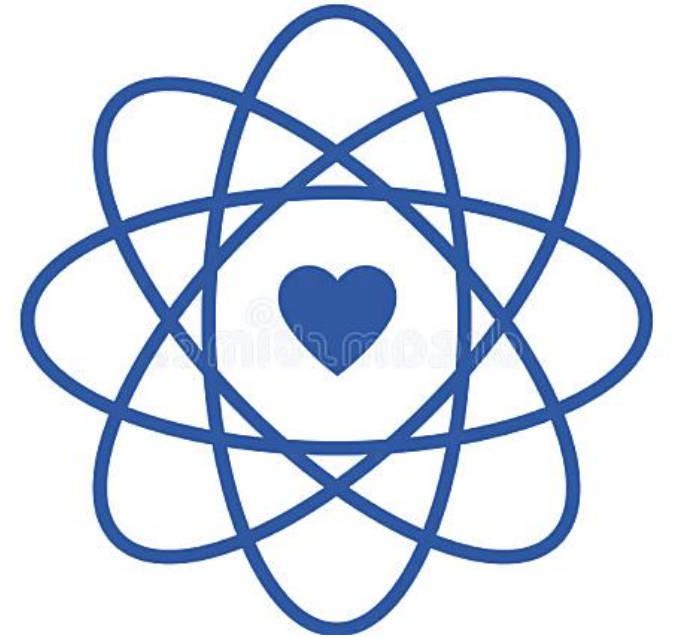
Social Identity



Labels

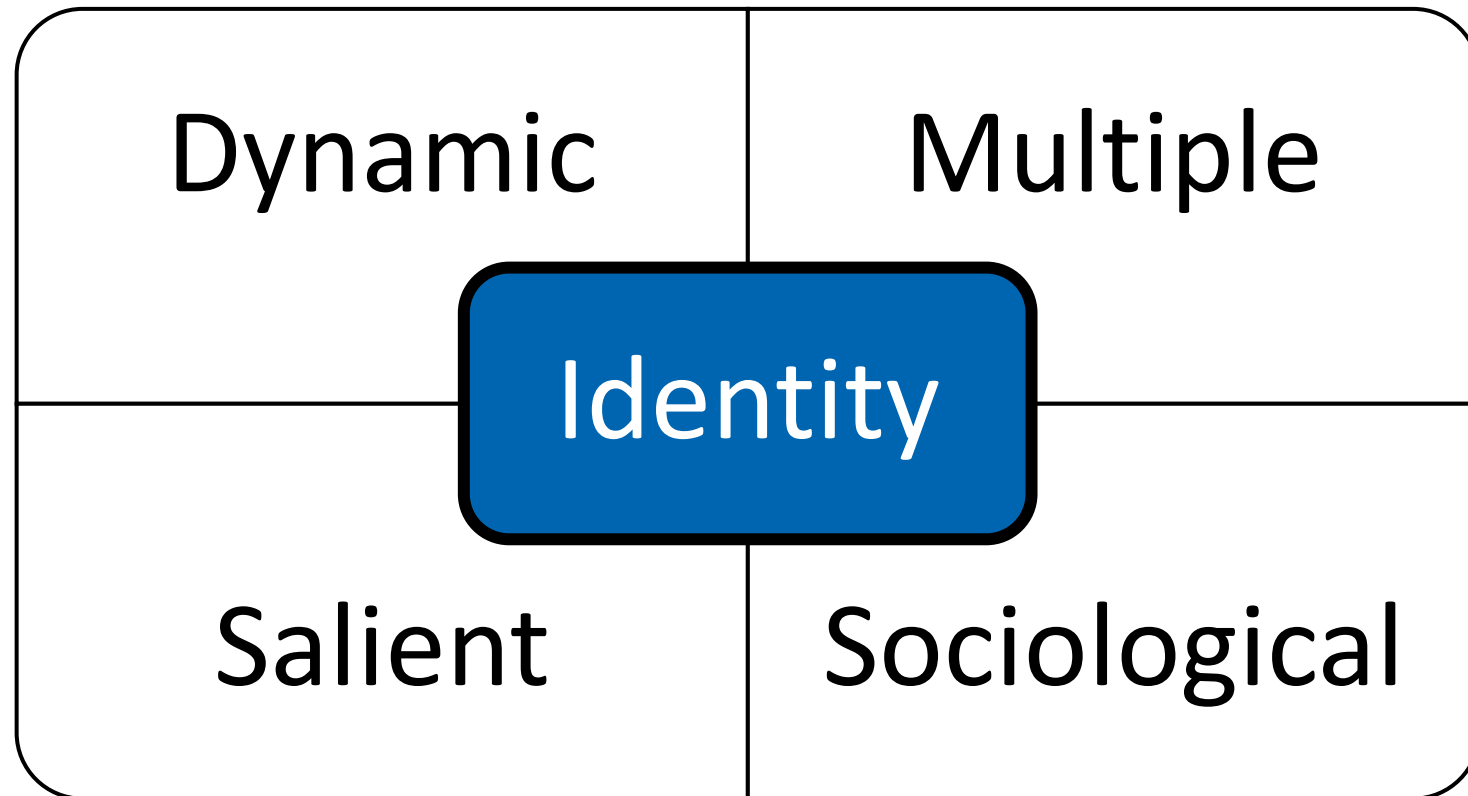


Self-concept



Influencers

Social Identity Key Aspects



Social Identity Matters



Powerful



Promotes Bias

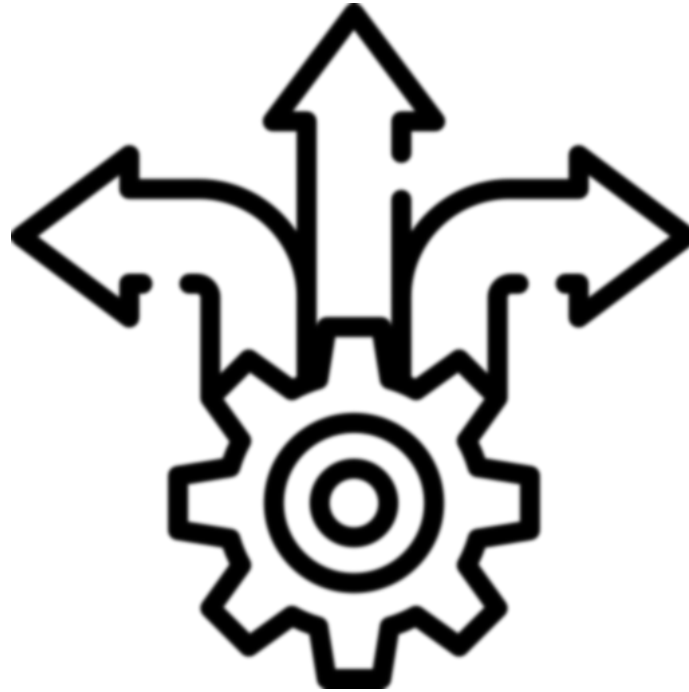


Impacts Choices

Implicit Bias Fundamentals



Unconscious Associations



Impacts Behavior



Elicits Defensiveness

Implicit Bias in Healthcare



Stereotyping



Interactions



Treatment



Outcomes

Implicit Bias Mitigation: Self-awareness



- Self-reflection regarding your beliefs, values, assumptions, stereotyping and micro-aggressions.
- Increase awareness regarding your social identity, potential biases and bias impact.

Implicit Bias Mitigation: Perspective



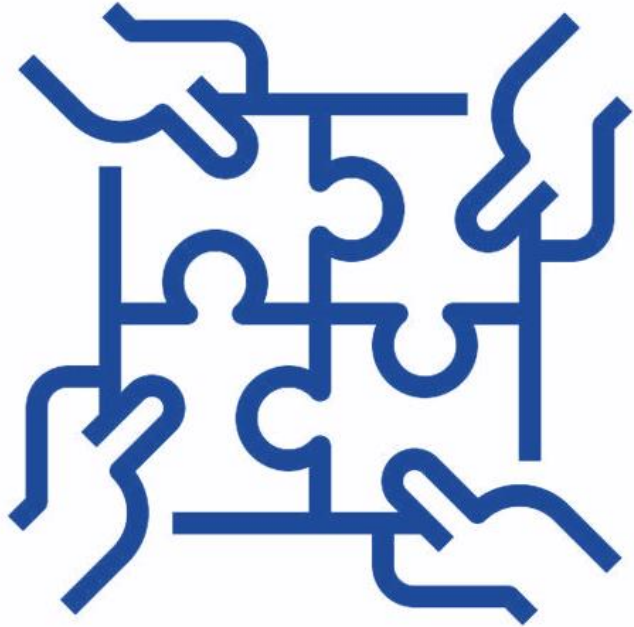
- Curiosity
- Empathy
- Individual attributes focus
- Counter stereotyping

Implicit Bias Mitigation: Group Identities



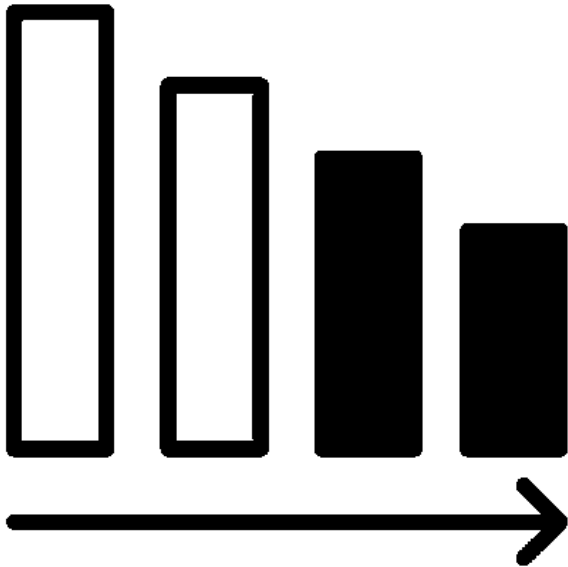
- Expand your experiential “comfort zone”
- Seek common-group identities
- Invite diverse points of view

Implicit Bias Mitigation: Partnerships



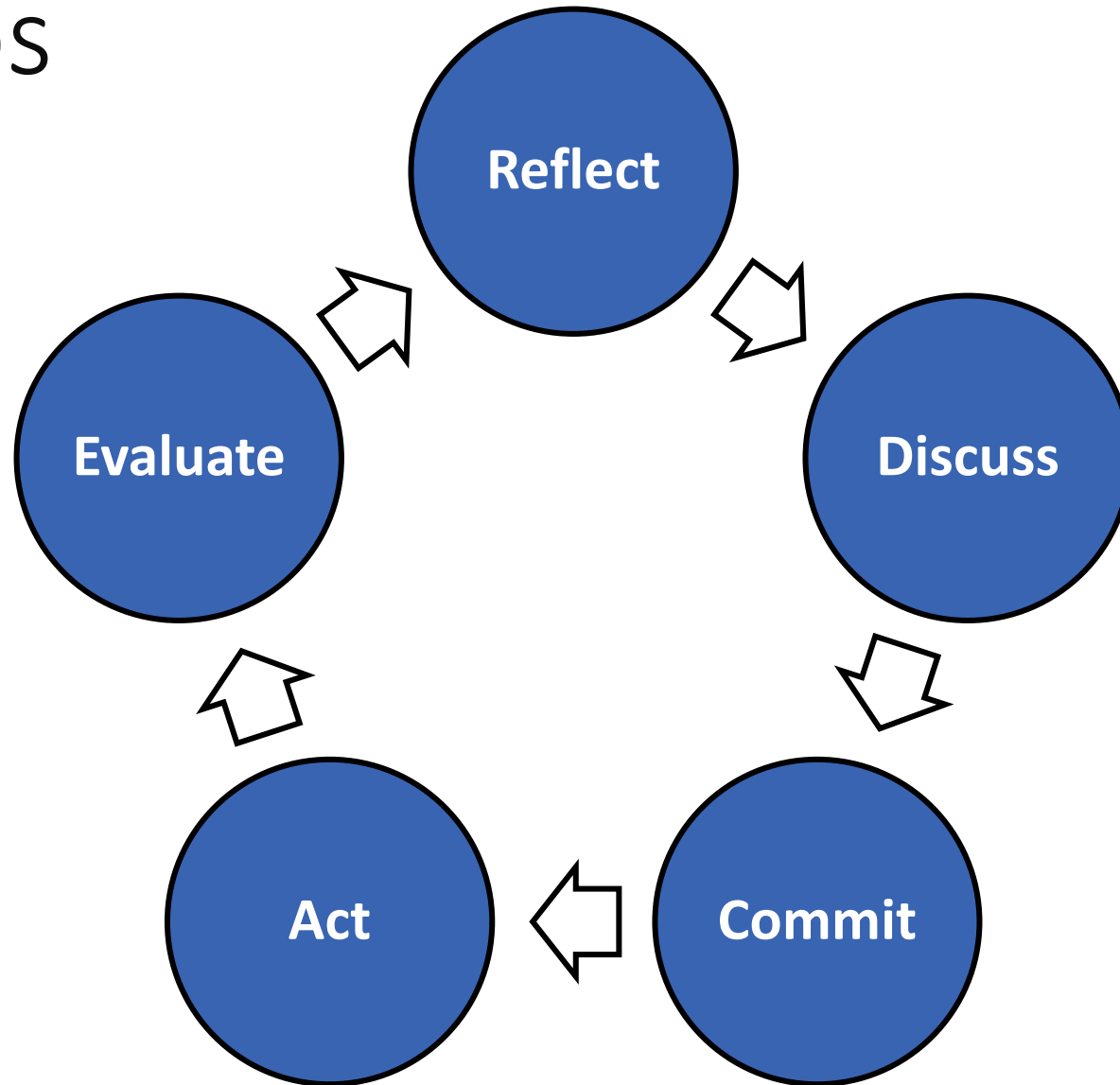
- Collaborative, patient centered approach
- Focus on agreement regarding priorities, goals, and roles

Implicit Bias Mitigation: Modifying Biases



- Commitment to egalitarian goals
- Embrace discomfort
- Speak up
- Self-compassion

Next Steps



Questions?



Additional Resources

[Addressing Implicit Biases In Healthcare: Why It Matters and What Leaders Can Do About It](#)

[Biases in Healthcare: An Overview](#)

[Implicit Bias in Patient Care: An Endemic Blight on Quality Care](#)

[Microaggressions in the Workplace: How to Identify & Respond to Them](#)

[Microaggressions at Work: Recognizing & Overcoming Our Biases](#)

[Recognizing & Responding to Microaggressions at Work](#)