

Complete the Pre-Test





Implicit Bias

Recognition
and
Remediation

Who Must Take This Course?

All licensed healthcare professionals in Michigan must have implicit bias training. Training on Implicit Bias is required as a condition for initial or registration as well as license or registration renewal.

New licenses must have 2 contact hours.

Unlike the human trafficking training requirement, this is not a “one-time” training. Implicit Bias training is required every time you renew your license,

Renewal Timeframe	Contact Hours Needed
June 1, 2022-May 31, 2023	1 Hour
June 1, 2023-May 31, 2024	2 Hours
June 1, 2024-May 31, 2025	3 Hours (if on a 3yr. cycle)

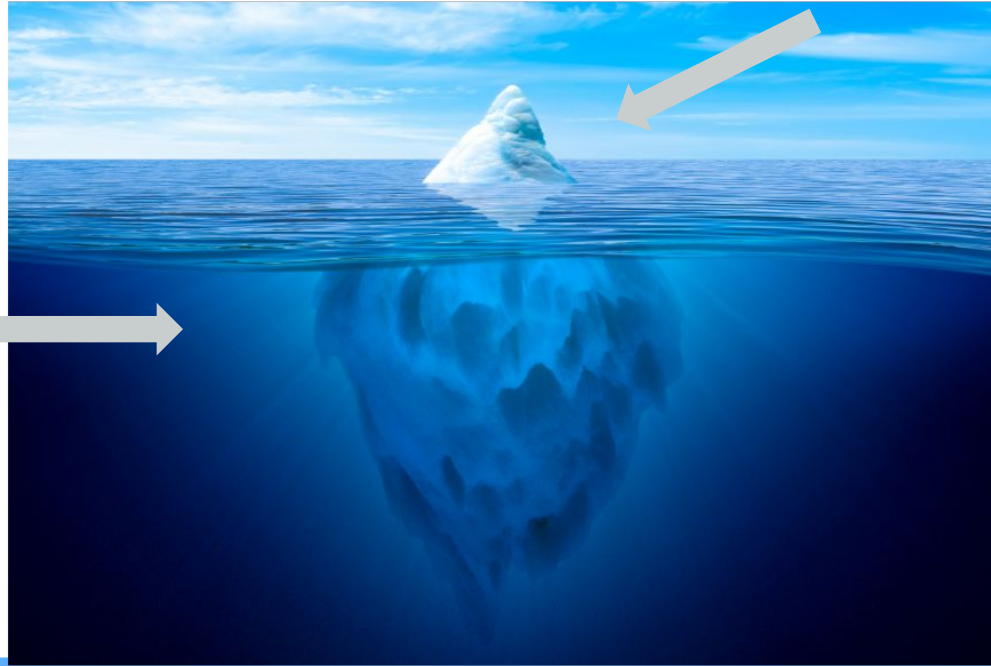
Learning Objectives

- Learners will gain an understanding of what implicit bias is
- Learners will gain an understanding of how implicit bias informs their interactions
- Learners will be able to recognize different types of bias
- Learners will gain an understanding of the history of bias in healthcare and its present-day consequences
- Learners will gain knowledge of current research on implicit bias
- Learners will learn strategies to remedy the impact of implicit bias in their perceptions, judgments, and communication.
- Learners will learn strategies to reduce disparities in access and delivery of health care services

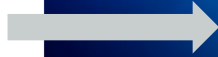
Housekeeping

WHAT IS IMPLICIT BIAS?

Explicit Bias



Implicit Bias





TYPES OF UNCONSCIOUS BIAS



Affinity Bias

Feeling a connection to those similar to us



Perception Bias

Stereotypes and assumptions about different groups



Halo Effect

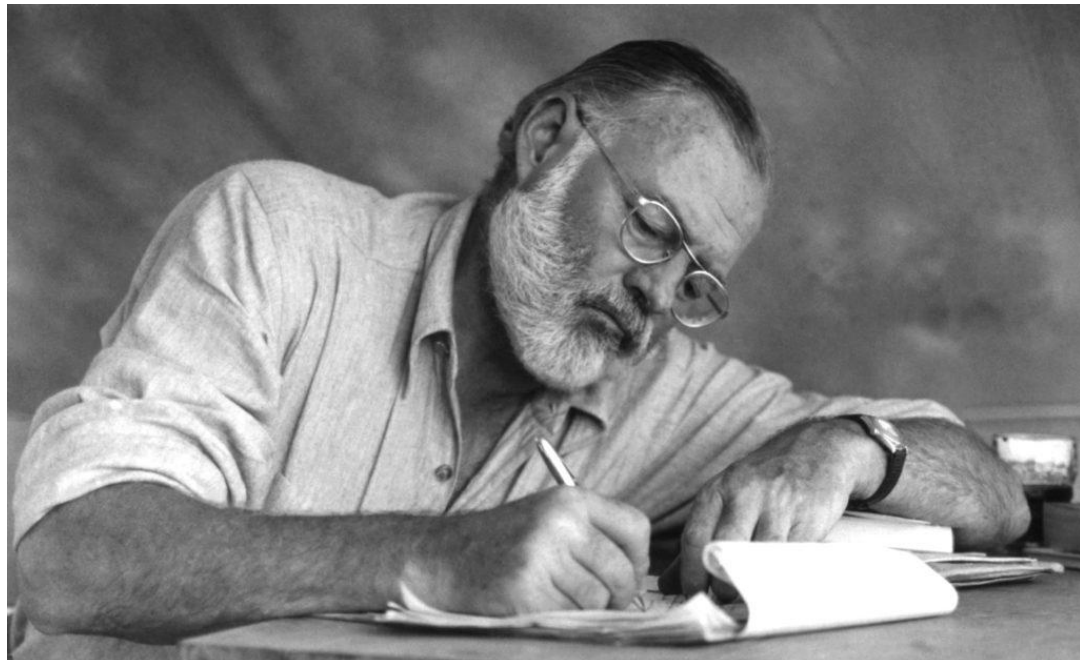
Projecting positive qualities onto people without actually knowing them



Confirmation Bias

Looking to confirm our own opinions and pre-existing ideas.





For sale. Baby Shoes. Never Worn.

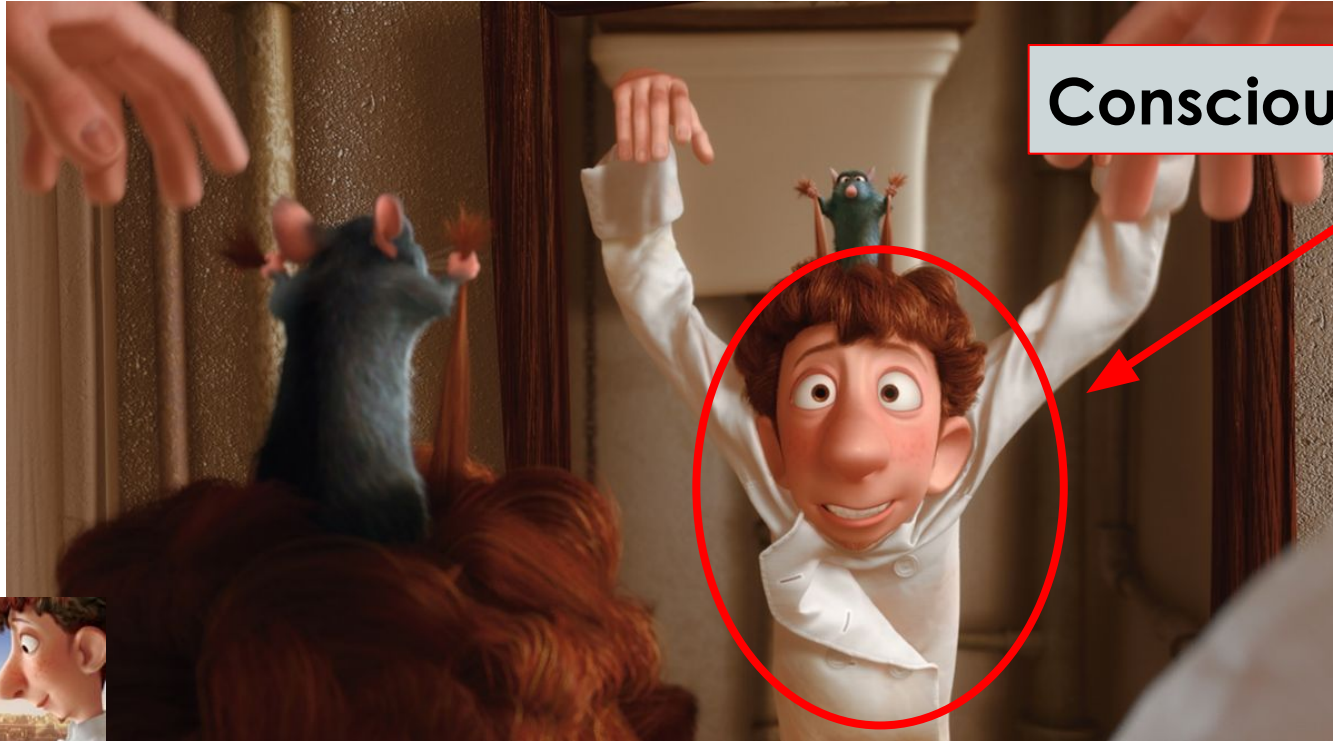
Cholera

Diarrhea





Two Systems

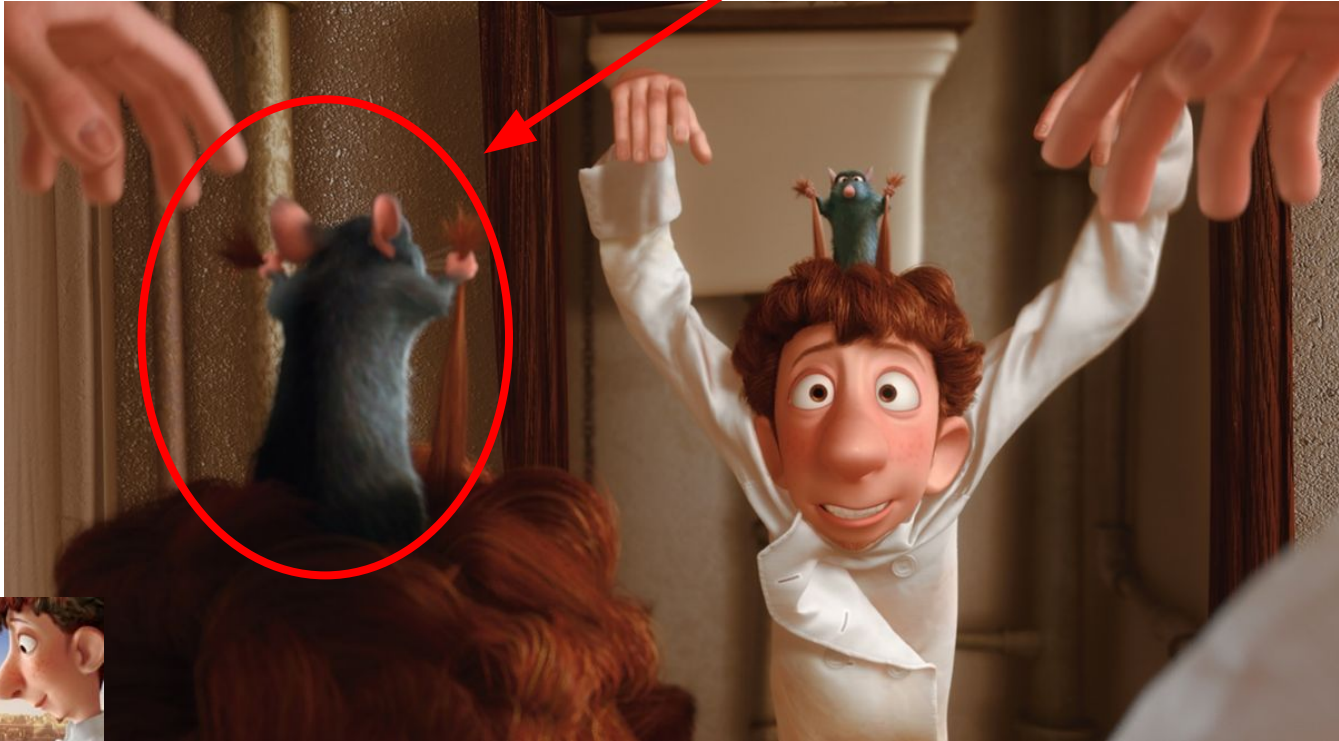


Conscious mind



Two Systems

Unconscious mind



Don't Read This.

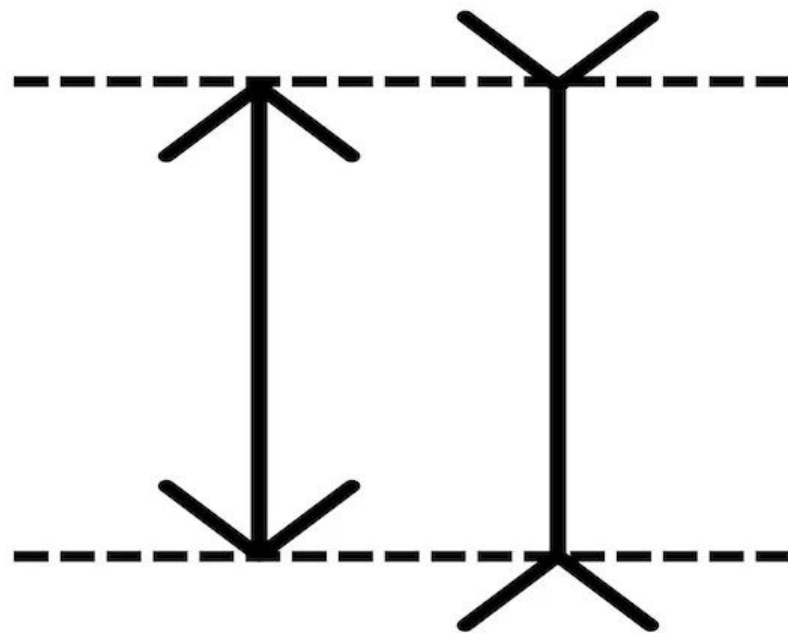
The bottom of the slide features a decorative graphic consisting of several overlapping geometric shapes. On the left, there is a grey triangle pointing towards the center. To its right is a larger blue triangle pointing towards the right. The rest of the bottom section is filled with a solid blue color.



LINE A



LINE B

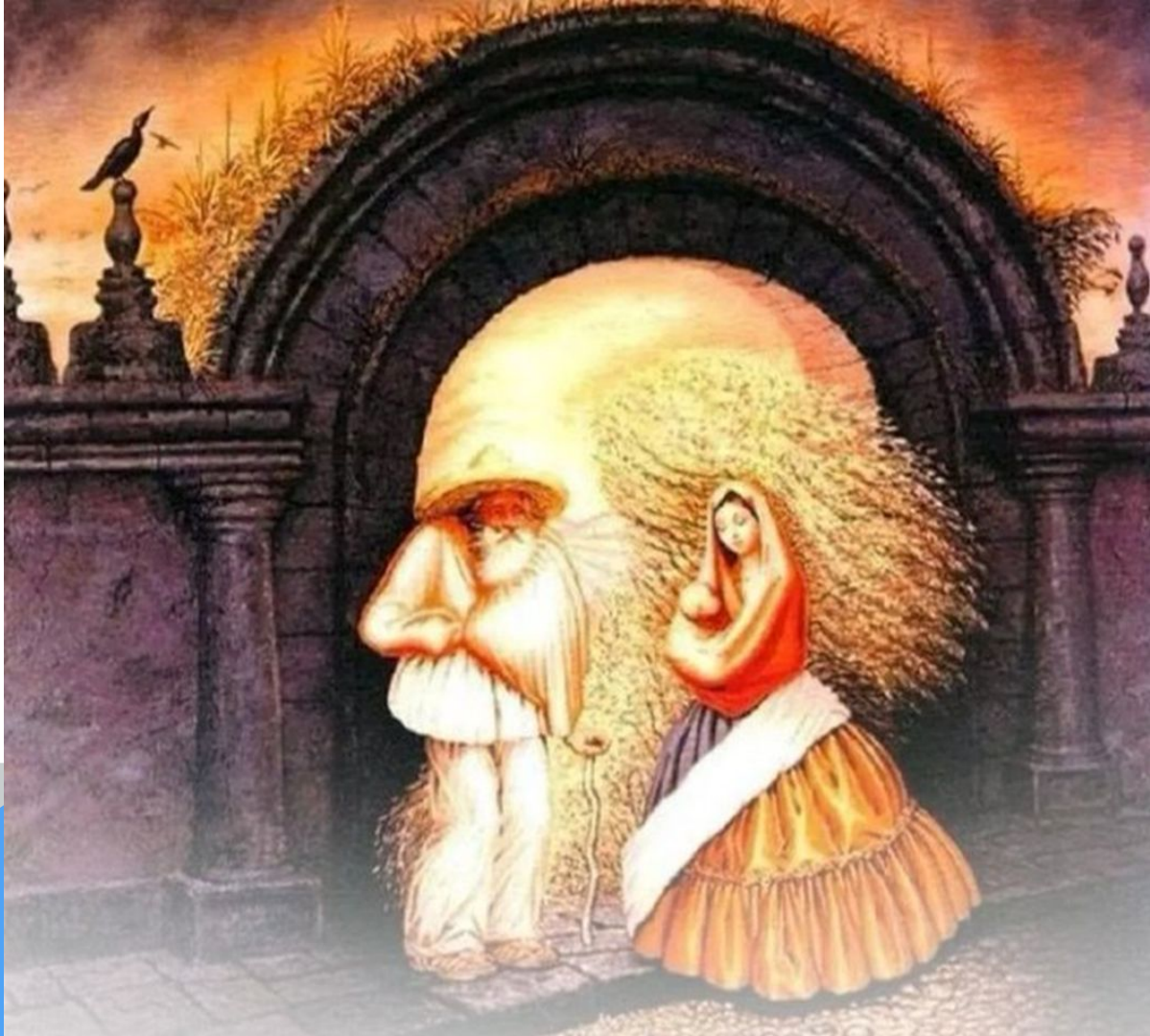


LINE A

LINE B

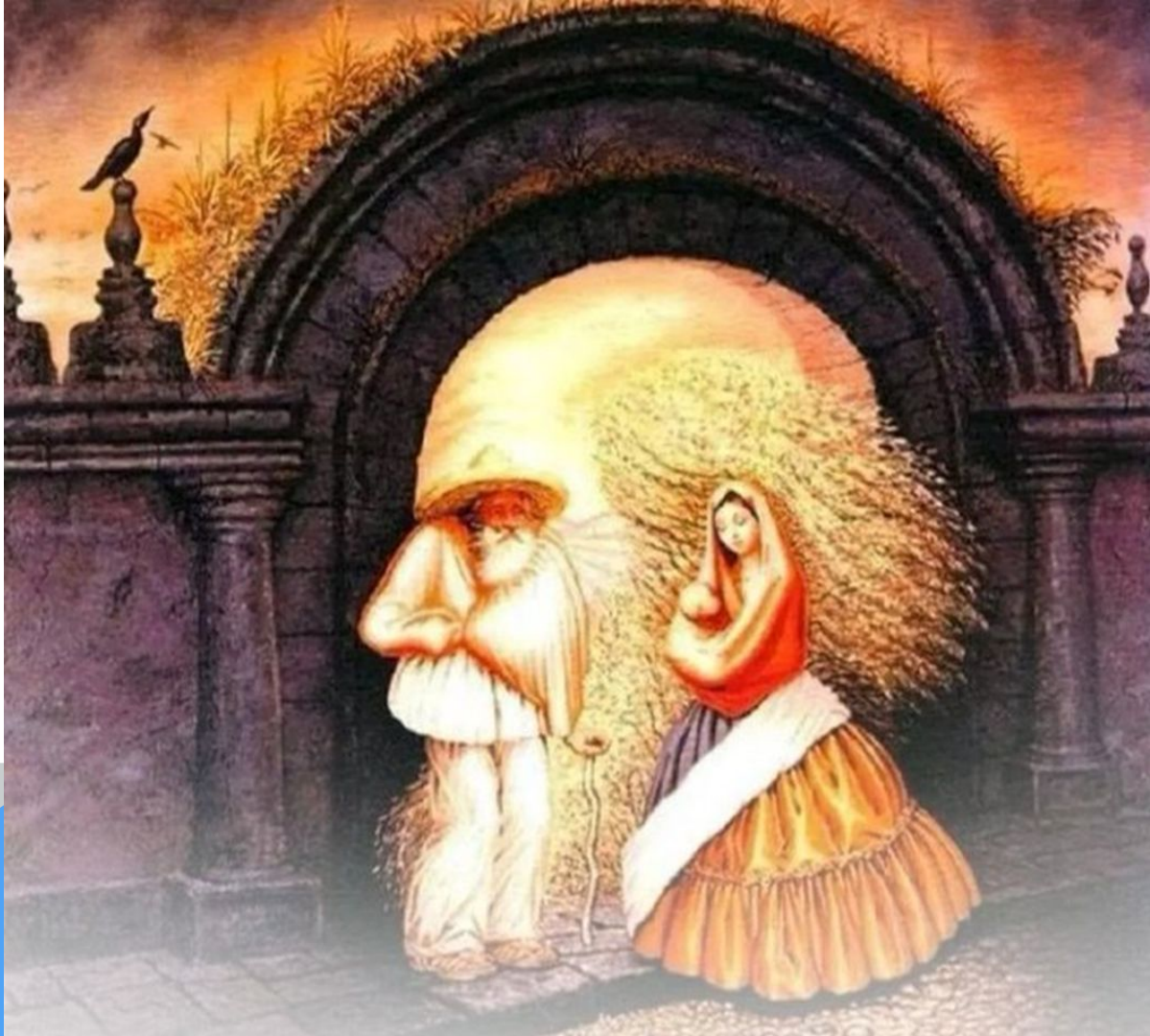
REACT

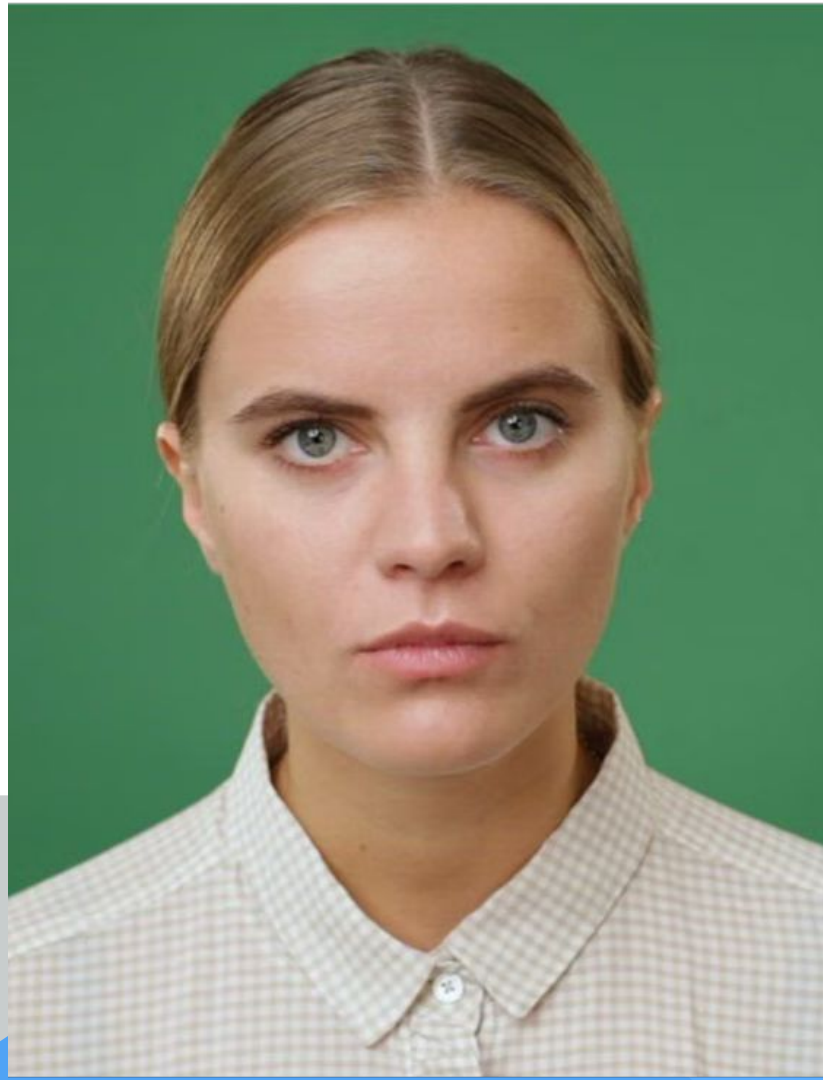


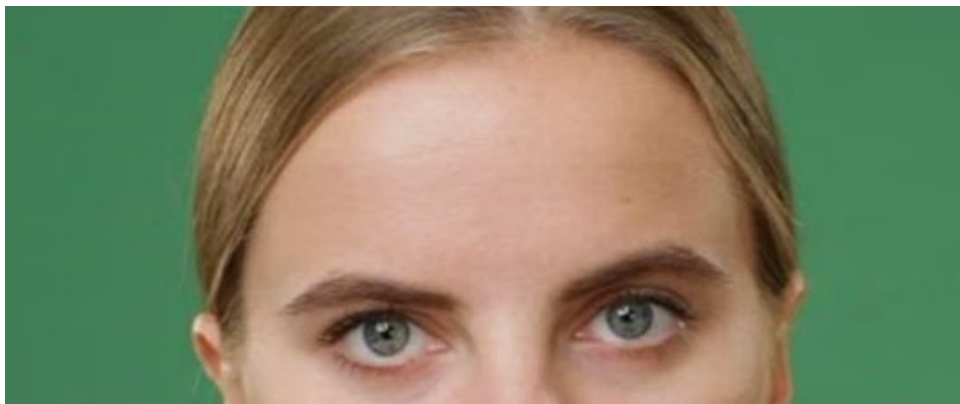


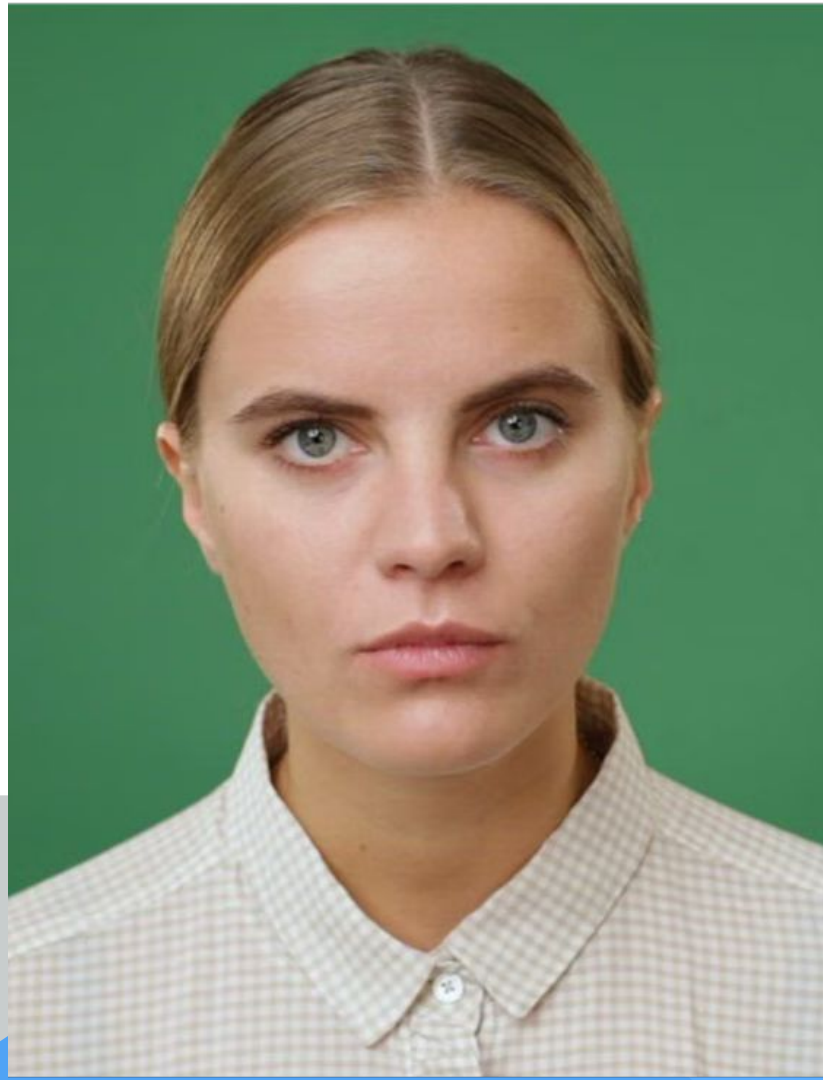
BE INTENTIONAL

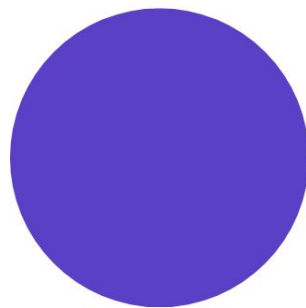
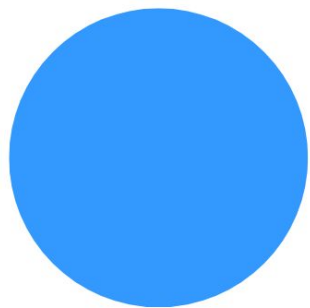









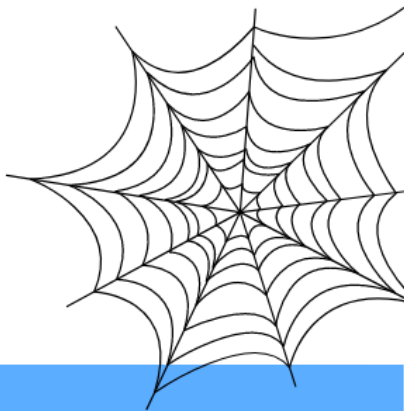





$$x = \frac{-b \pm \sqrt{b^2 - 4ac}}{2a}$$

ASSOCIATIONS



$$a^2 + b^2 = c^2$$




is for?



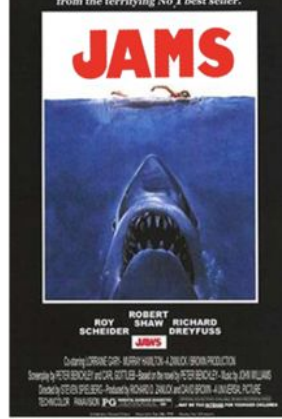
is for?

facebook



Pepsi-Cola

DETROIT



WENDY'S



A blurred background of the United States flag, showing the stars and stripes in a soft, out-of-focus manner. The colors are muted and the overall effect is a sense of depth and movement.

THE AMERICANS



The background of the slide is a blurred image of the United States flag, showing the stars and stripes. A red rectangular border is centered on the slide, enclosing a light blue horizontal bar. Inside this bar, the words "THE AMERICANS" are written in a bold, grey, 3D-style font with a reflection effect below each letter.

THE AMERICANS

living dinner is at my house
24 at 3:00pm. Let me know
coming. Hope to see you
course that includes Amanda

Who is those.

1-800-8

ndma

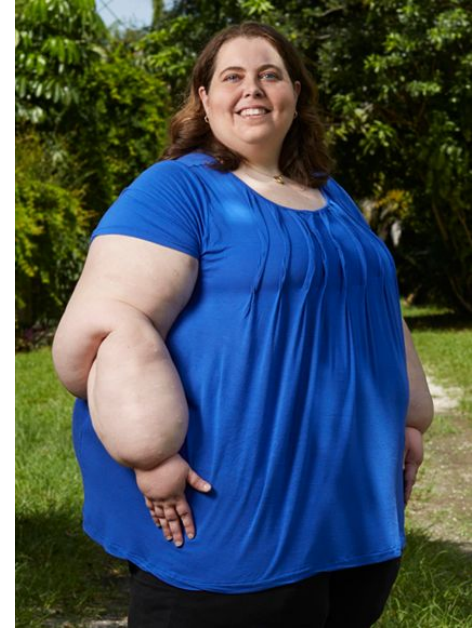
Grandma? Can I have a picture

1-800-8

You lol



Stereotypes



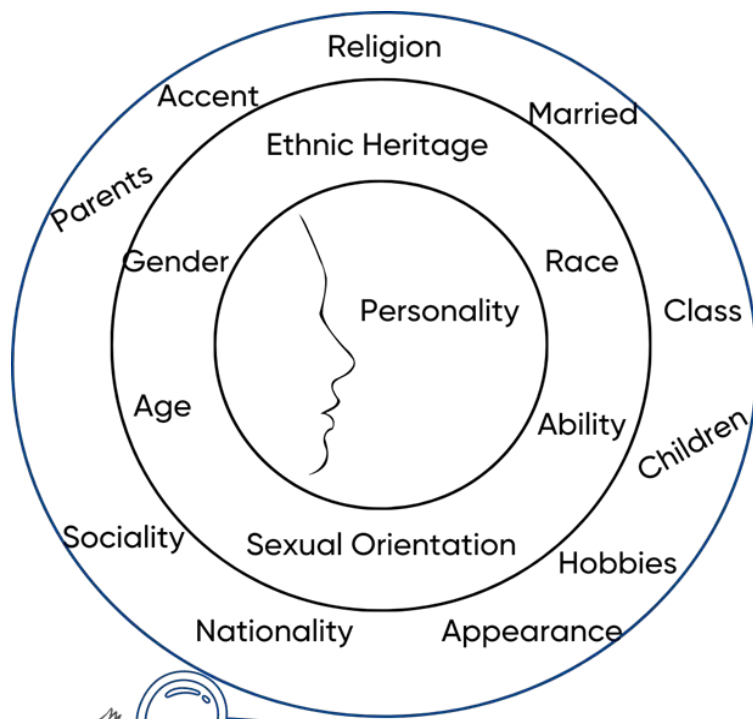
Definition:

We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people

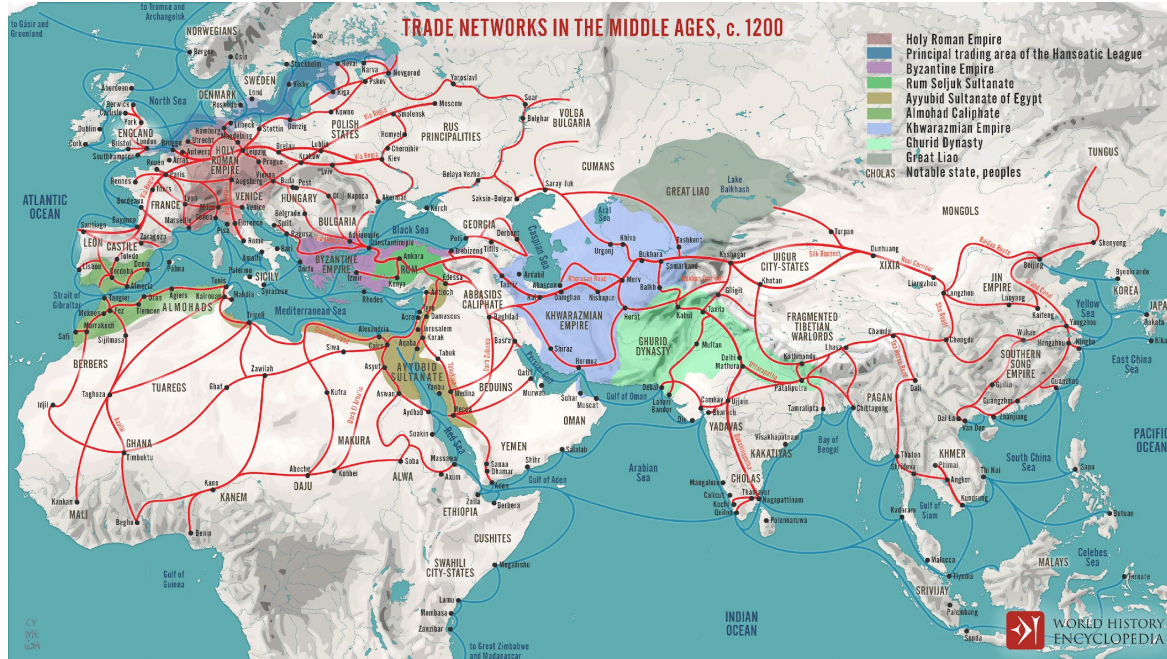
Questions

Cultural Concepts

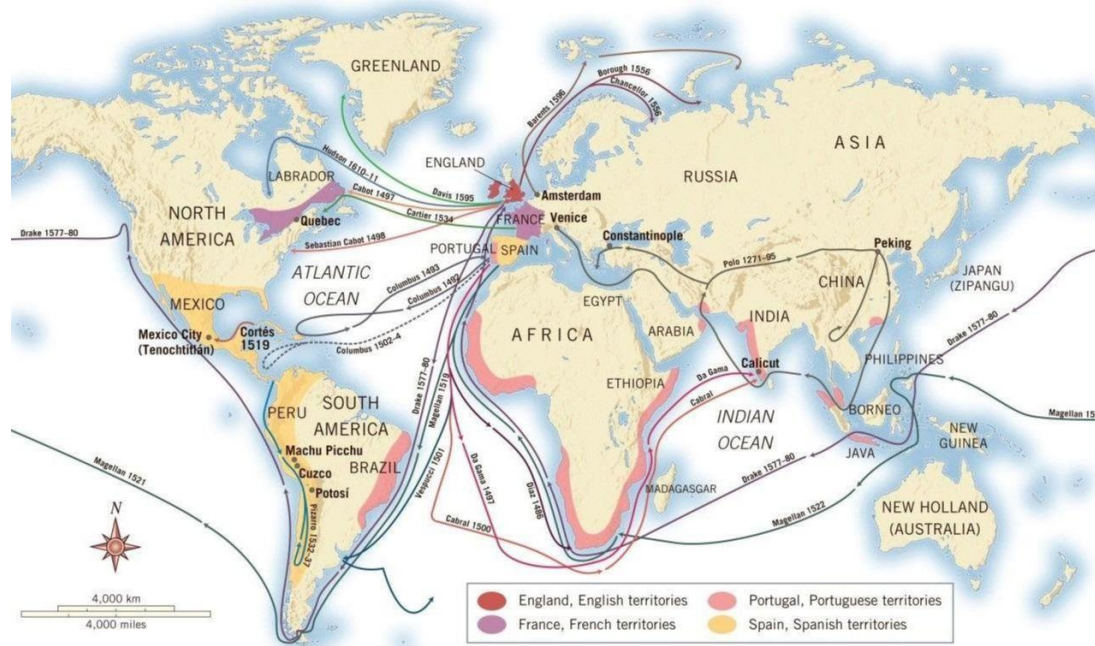




Trade = travel over land (mostly)

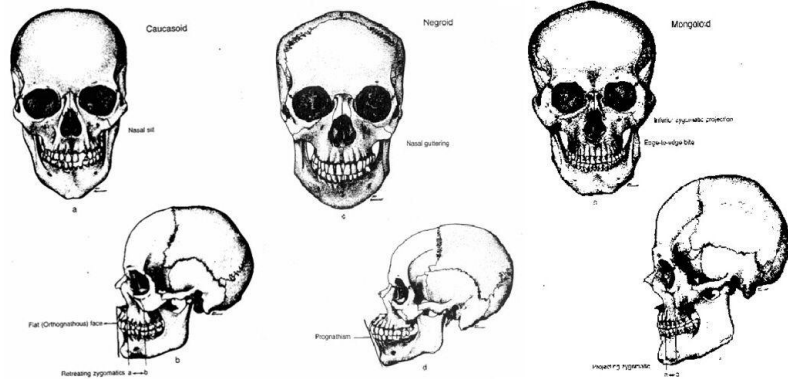


Colonialism = travel over seas (mostly)

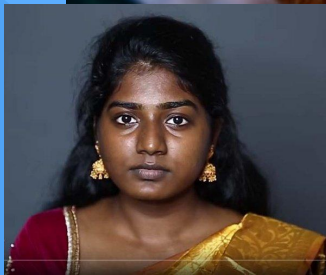


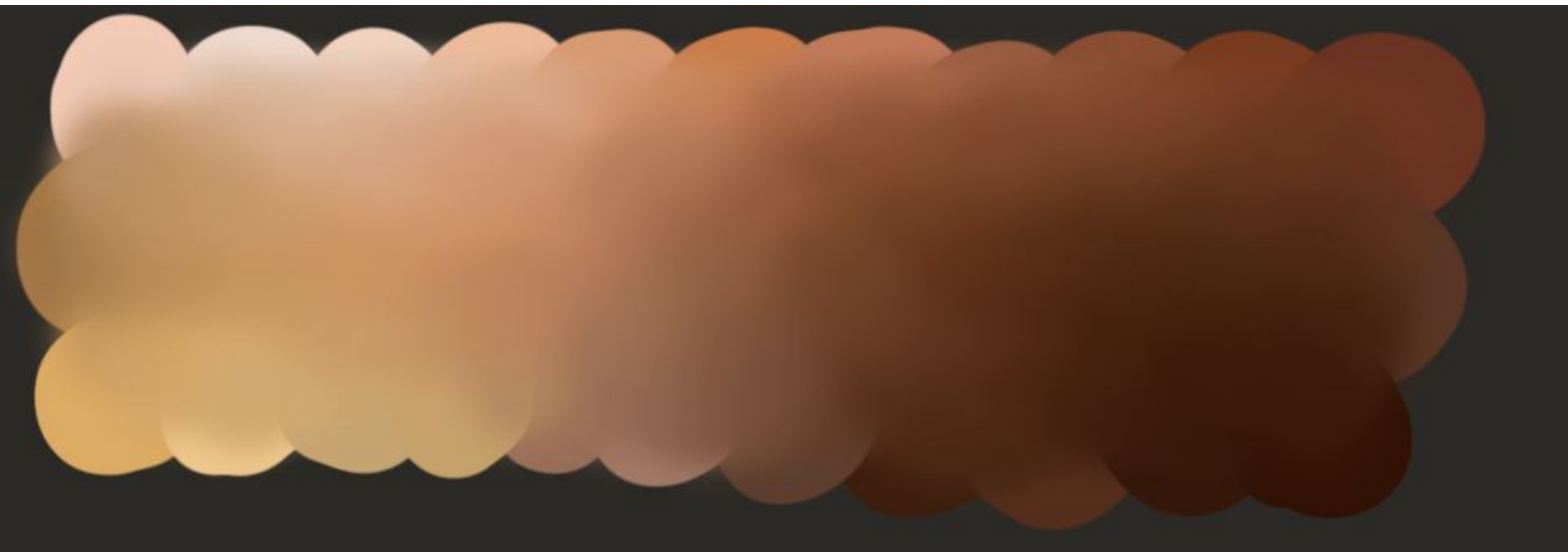


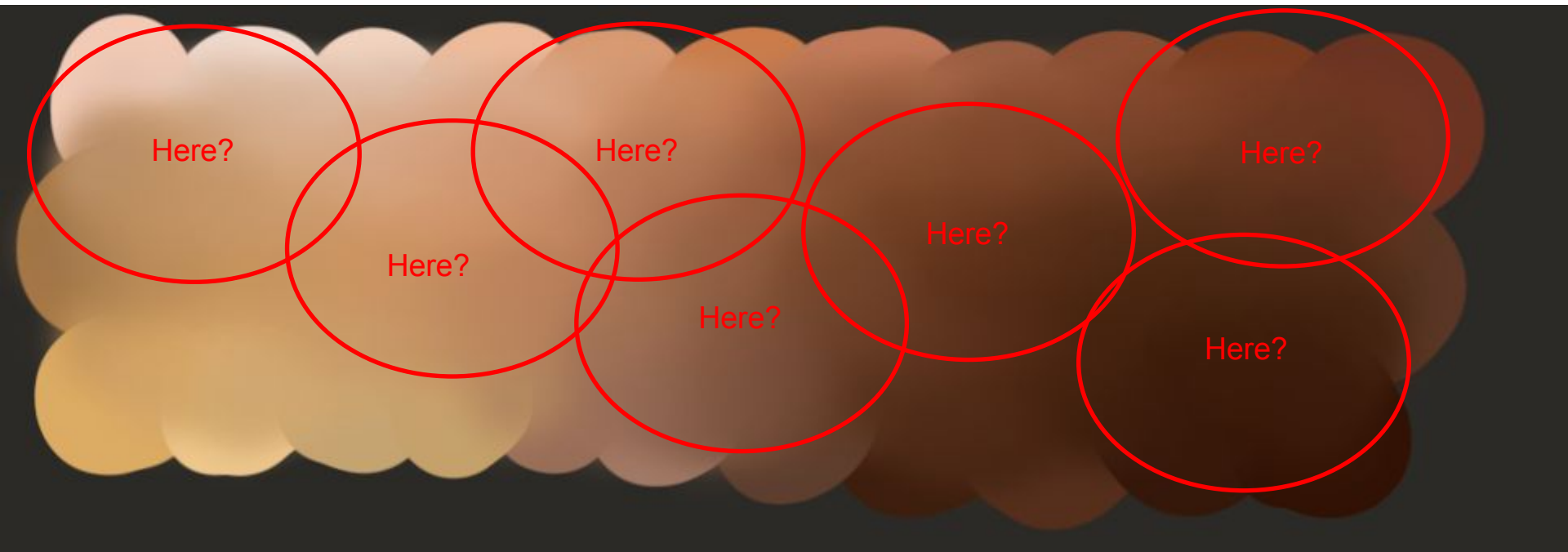
I. QUADRUPEDIA.			
<i>Corpus hirsutum. Pedes quatuor. Femina viviparæ, lactiferæ.</i>			
ANTHROPO- MORPHA. Dentes primores 4. u- trinq;: vel nulli.	Homo.	Nosce te ipsum.	H { Europæus albesc. Americanus rubesc. Asiaticus fuscus. Africanus nigr.
	Simia.	ANTERIORES. POSTERIORES. <i>Digiti</i> 5. 5. Posteriores anterioribus similes.	Simia cauda carens. Papio. Satyrus. Cercopithecus. Cynocephalus.
	Bradypus.	<i>Digiti</i> 3. vel 2. . . . 3.	Ai. <i>Ignavus.</i> Tardigradus.

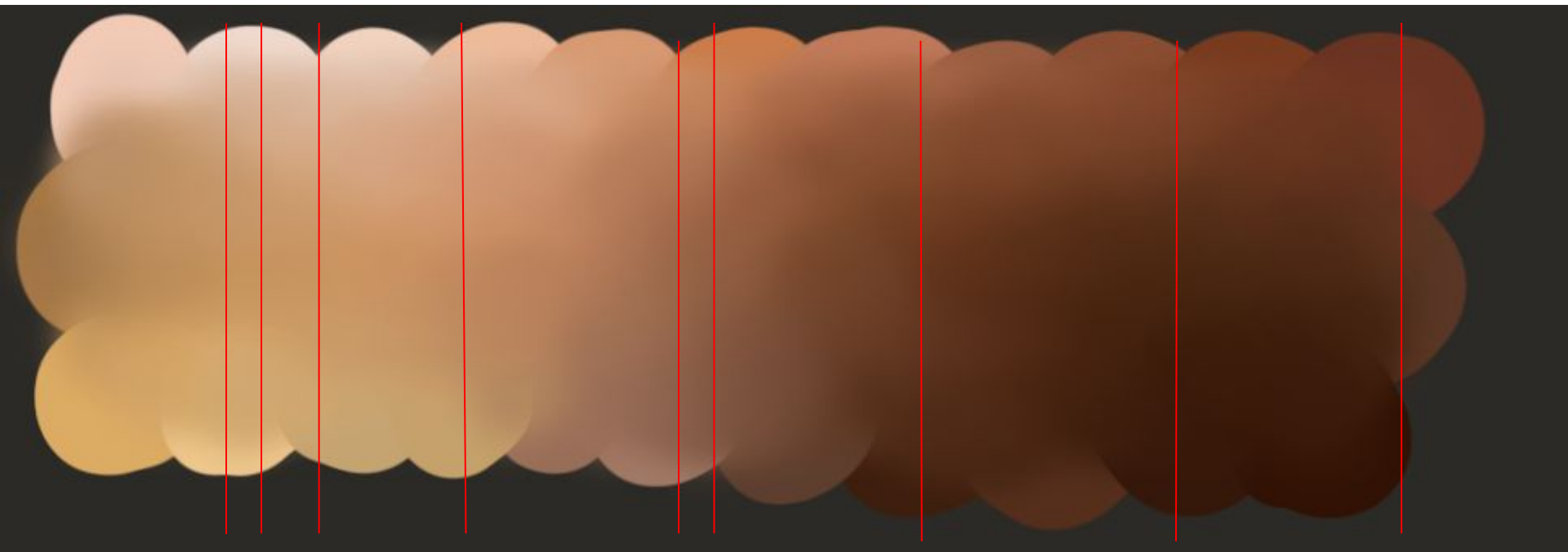


Species	1	2	3	4	5
Americanus	Red, choleric and straight	Straight, black and thick hair; gaping nostrils; [freckled] face; beardless chin	Unyielding, cheerful, free	Paints himself in a maze of red lines	Governed by customary right
Europaeus	White, sanguine, muscular	Plenty of yellow hair; blue eyes	Light, wise, inventor	Protected by tight clothing	Governed by rites
Asiaticus	Sallow, melancholic, stiff	Blackish hair, dark eyes	Stern, haughty, greedy	Protected by loose garments	Governed by opinions
Africanus	Black, phlegmatic, lazy	Dark hair, with many twisting braids; silky skin; flat nose; swollen lips; Women [with] elongated labia; breasts lactating profusely.	Sly, sluggish, neglectful	Anoints himself with fat	Governed by choice [caprice]









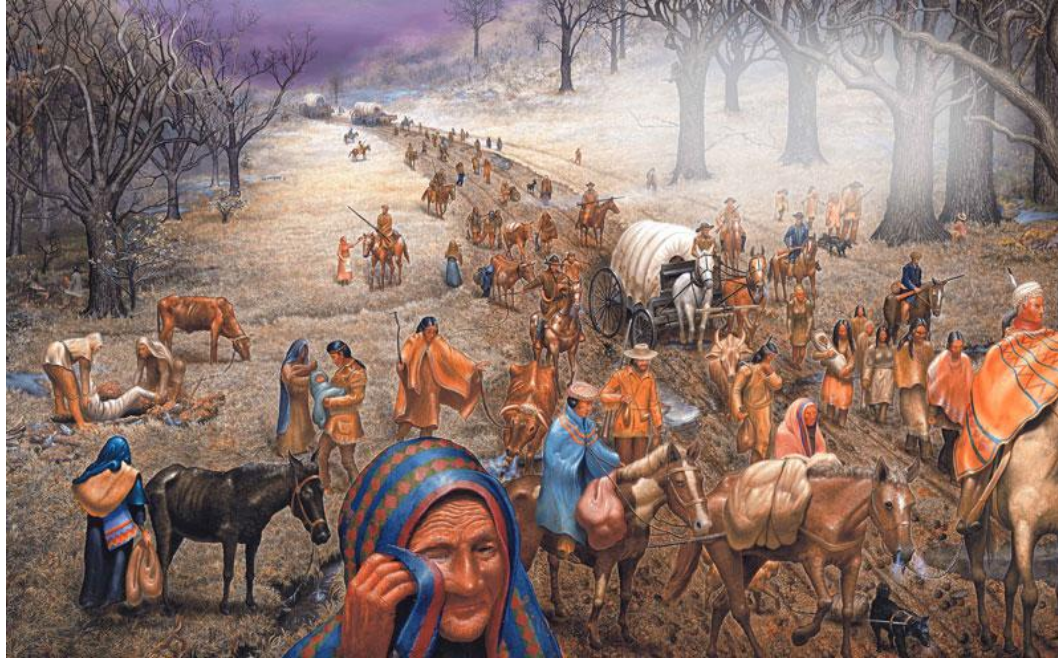
NO ITALIANS ALLOWED

On May 23, 1888, council passed a resolution to that effect that parties receiving the contract for paving E. Washington St. shall bind themselves not to employ any Italian labor.

Race is an arbitrary collection of traits



Legacy of forced migration



Legacy of Chinese Exclusion Acts



Legacy of chattel slavery

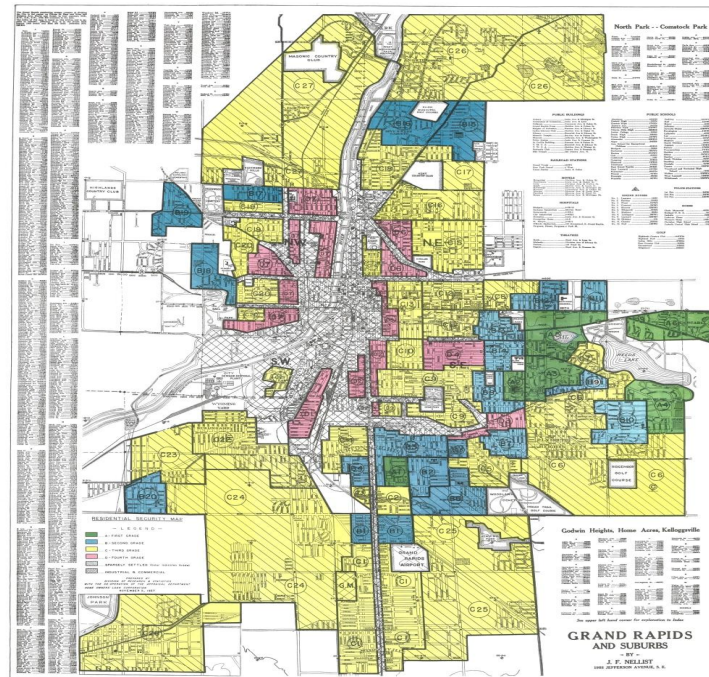


Jim Crow-1950s

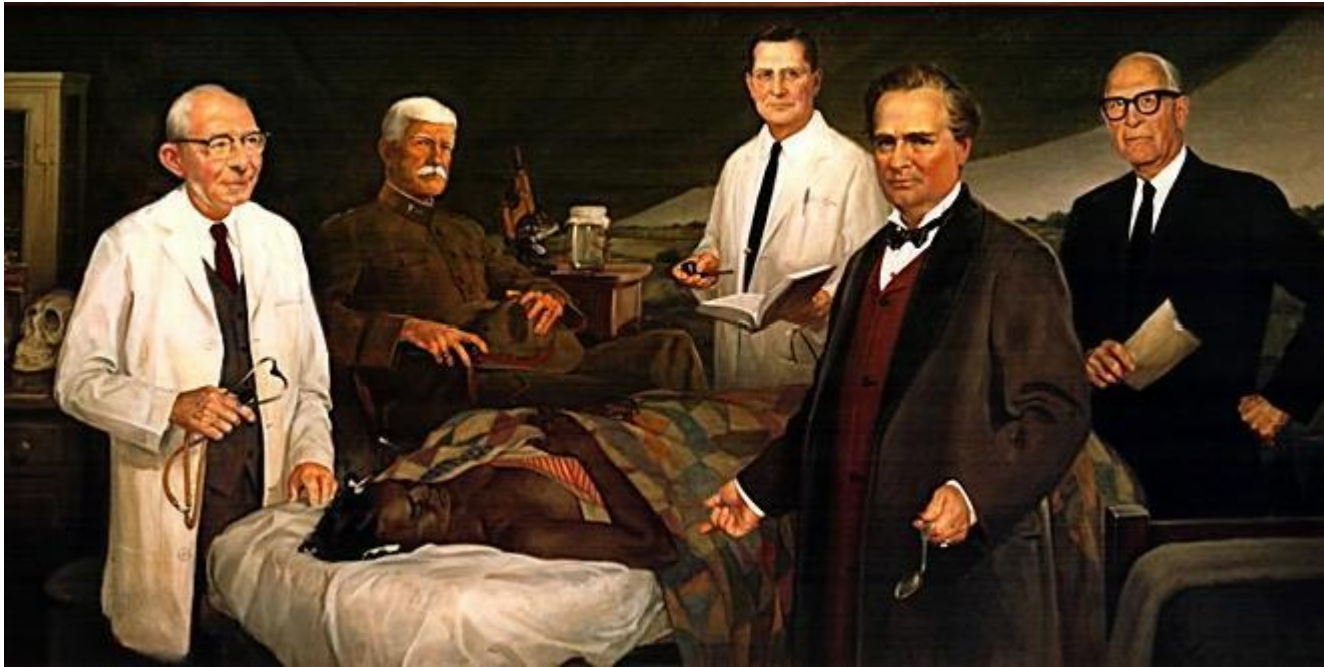


Legacy of segregation - 1968

-  WORST
-  BAD
-  BETTER
-  BEST



Legacy of medical abuse



Dr. J. Marion Sims, father of modern gynecology





Maternal & Infant Mortality Facts

State of Michigan



36%

Prematurity accounted for 36% of infant deaths in 2019.

17%

Black Infants were 17% more likely to die from Sudden Unexpected Infant Death than White Infants.

13.1

In 2019, the state's Black Infant death rate was higher than the national average (10.4).

31.1%

Wayne County accounted for 31.1% of the state's infant deaths in 2019.

6.4

was the state's overall infant mortality rate in 2019. Above the national average (5.5).

54.1%

of maternal pregnancy-related deaths were deemed preventable.

In 2019, American Indian, Black and Hispanic Infant Death Rates were above the state average.



In 2019, Black Mothers experienced a higher rate of inadequate prenatal care (14.7). Followed by mothers of Hispanic ancestry (13.4).



Infections, sepsis, hemorrhage, pulmonary embolisms represent the most causes of maternal pregnancy-related deaths in Michigan.



In the state, Black Women (21.3) were 2.4 times more likely to die from pregnancy-related causes than White Women (8.9).


Rate	Ancestry
14.8	American Indian
13.1	Black
7.3	Hispanic
6.4	State Average
4.7	White
4.5	Middle Eastern
4.0	Asian/Pacific Islander

AMA JOURNAL OF ETHICS

Medicalized conditions:

Obesity	Body Size
Breastfeeding	Race
Pregnancy	Gender
Menopause	Sexual orientation
Erectile Dysfunction	Ability
ADHD	Age
Sleep disorders	

When human conditions are thought to be disorders or disabilities to be diagnosed, treated, or studied.

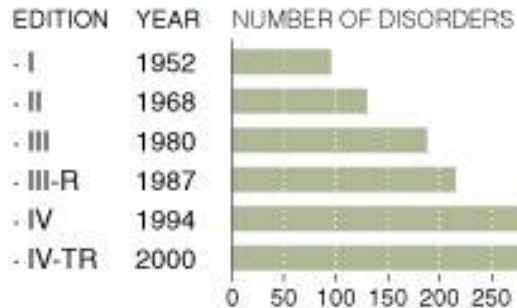


DIAGNOSTIC AND STATISTICAL MANUAL OF MENTAL DISORDERS



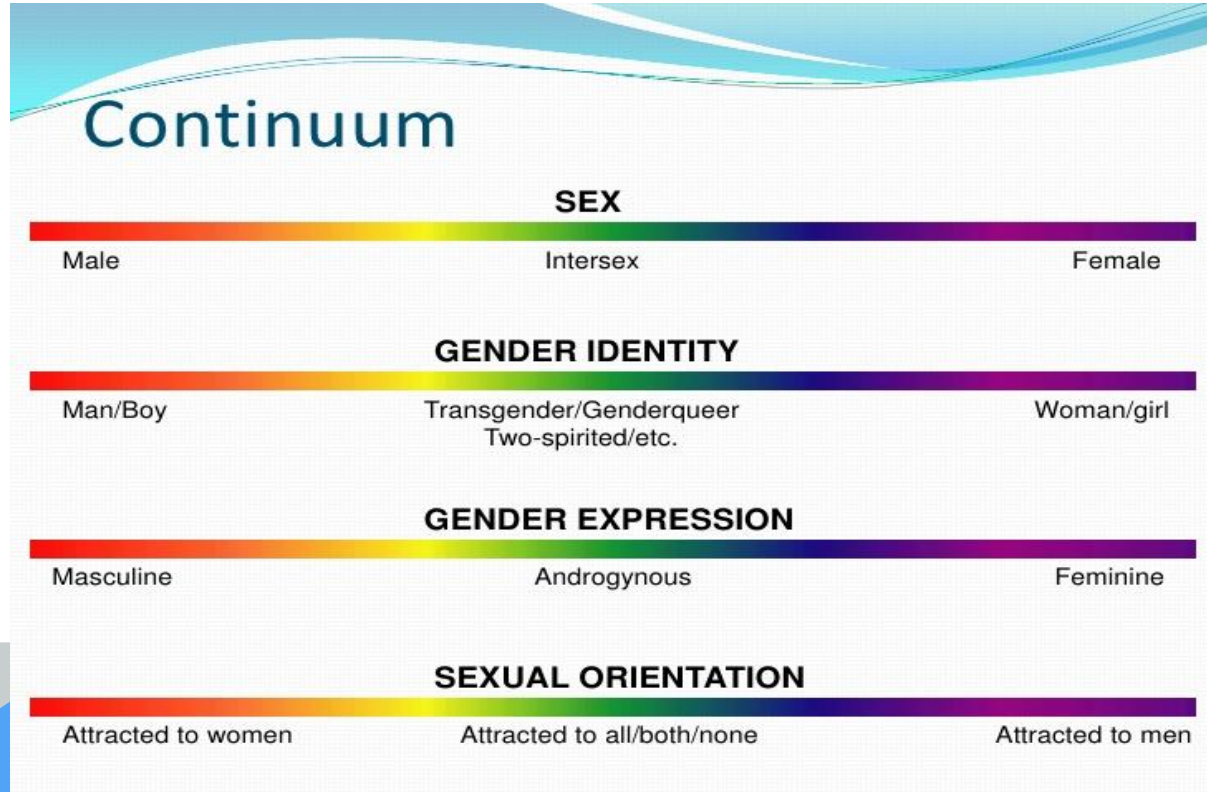
A Growing List Of Mental Ills

Work is progressing on a fifth edition of the Diagnostic and Statistical Manual of Mental Disorders. The current edition describes about three times the number of disorders as the first edition did in 1952.



Source: American Psychiatric Association

SEX, GENDER, AND SEXUALITY



LGBTQIA+



Lesbian

Gay

Bisexual

Transgender

Queer/Questioning

Intersex

Asexual

+ (inclusivity)

Questions

Mike Wallace: The Homosexual (1967)



Anita Bryant: Save Our children



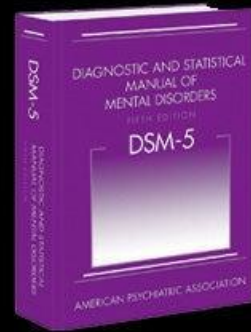
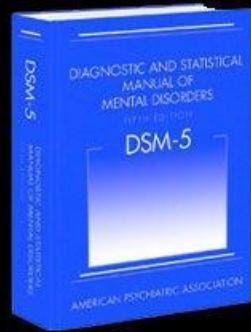
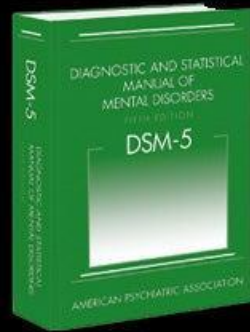
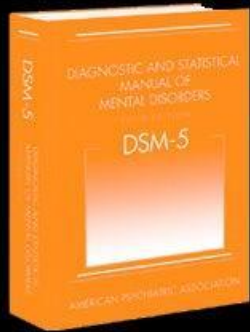
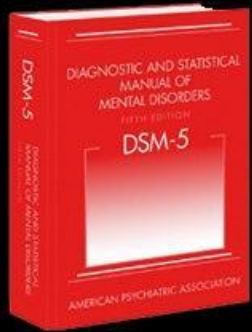
"PROTECT OUR CHILDREN"



PRESERVE PARENTS' RIGHTS TO PROTECT THEIR CHILDREN FROM TEACHERS WHO ARE IMMORAL AND WHO PROMOTE A PERVERTED LIFE STYLE

VOTE "YES" ON 6

Former Police Chief, Ed Davis: "THERE IS NO QUESTION THAT HOMOSEXUALS ROSE A THREAT TO CHILDREN"



Trans-gender people: Identify with a different gender than they were assigned at birth

Cis-gender: Identify with the gender assigned at birth

- A. A marked incongruence between one's experienced/expressed gender and assigned gender, of at least 6 month's duration, as manifested by at least two of the following:
1. A marked incongruence between one's experienced/expressed gender and primary and/or secondary sex characteristics (or in young adolescents, the anticipated secondary sex characteristics).
 2. A strong desire to be rid of one's primary and/or secondary sex characteristics because of a marked incongruence between one's experienced/expressed gender (or in young adolescents, a desire to prevent development of the anticipated secondary sex characteristics).
 3. A strong desire for the primary and/or secondary sex characteristics of the other gender.
 4. A strong desire to be of the other gender (or some alternative gender different from one's assigned gender).
 5. A strong desire to be treated as the other gender (or some alternative gender different from one's assigned gender).
 6. A strong conviction that one has the typical feelings and reactions of the other gender (or some alternative gender different from one's assigned gender).
- B. The condition is associated with clinically significant distress or impairment in social, school, or other important areas of functioning.

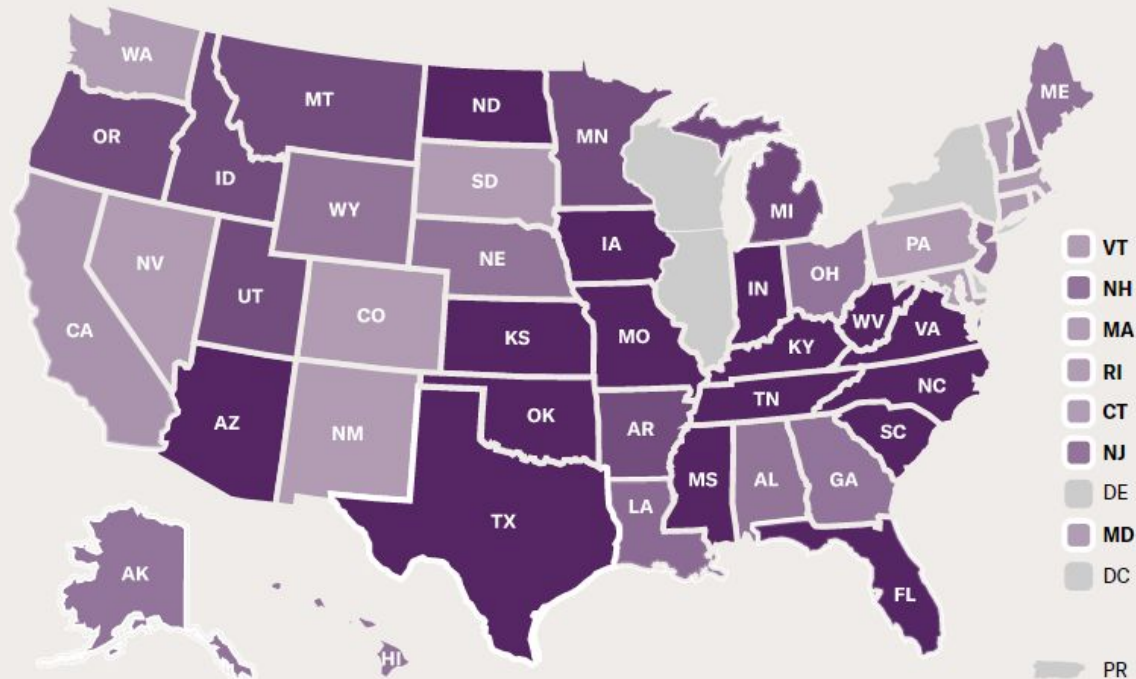


The ACLU is tracking **482** anti-LGBTQ bills in the U.S.

Choose a state on the map to show the different bills targeting LGBTQ rights and take action. While not all of these bills will become law, they all cause harm for LGBTQ people.

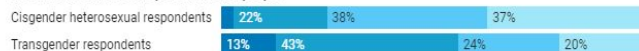
[View past legislative sessions.](#)

Bills per state



Often Sometimes Rarely Never

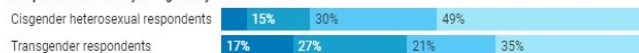
Were treated with less respect than other people



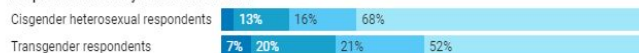
Received poorer service than other people at restaurants or stores



People acted as if they thought they were not smart



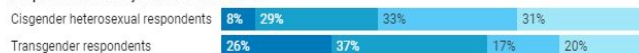
People acted as if they were afraid of them



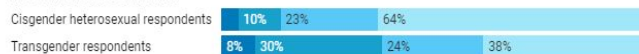
People acted as if they thought they were dishonest



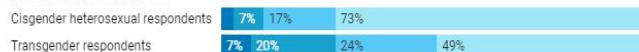
People acted as if they were better than them



Were called names or insulted



Were threatened or harassed



2 in 3 transgender adults worry their health evaluations are affected by their sexual orientation or gender identity

Shares of transgender adults who reported concerns of bias in their health care treatment, 2016–2018

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

When seeking health care, I worry about being negatively judged because of my gender identity or sexual orientation



When seeking health care, I worry that evaluations of me may be negatively affected by my gender identity or sexual orientation



When seeking health care, I worry that diagnoses of me/my health may be negatively affected by my gender identity or sexual orientation



When seeking health care, I worry that I might confirm negative stereotypes about LGBT people



Nearly half of transgender adults report having negative or discriminatory experiences with a health care provider

Shares of transgender adults who reported discrimination in the health care industry in the year prior, 2020

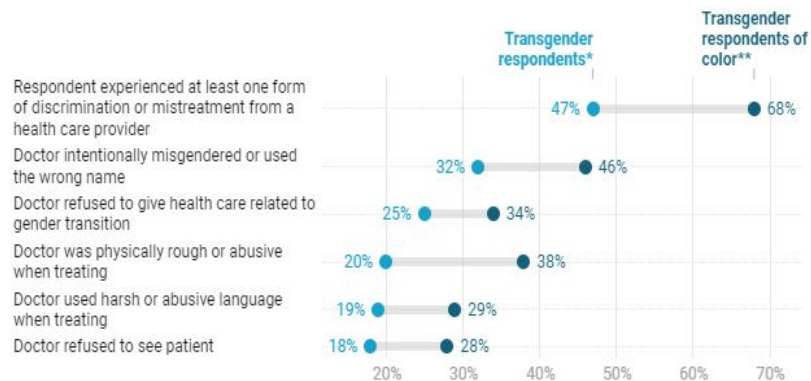
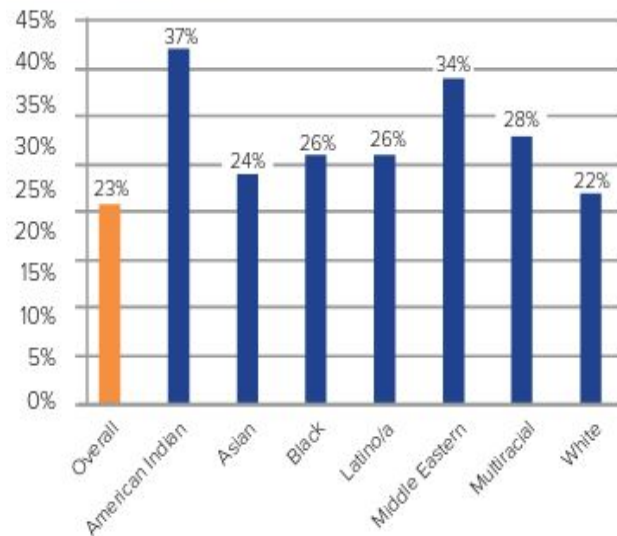


Figure 7.6: Did not see health provider due to fear of mistreatment in the past year
RACE/ETHNICITY (%)



Cultural Concepts



The Weathering Hypothesis

(Geronimus, 1992)

Chronic exposure to socioeconomic disadvantage, marginalisation and discrimination leads to early health deterioration.



“MONUMENTAL.”

—Ibram X. Kendi, author of *Stamped from the Beginning*

Weathering

The

EXTRAORDINARY STRESS

of ORDINARY LIFE in an

UNJUST SOCIETY

Arline T. Geronimus


If I cannot do
great things,
I can do
small things
in a great way.

MARTIN LUTHER KING



taskulu.com

Overcome Bias

1. See People As Unique Individuals
 2. Be Okay Making Mistakes
 3. Use Micro Affirmations
 - a. Active Listener
 - b. Recognizing and Validating Experiences
 - c. Affirming Emotional Reactions
 4. Ask When Appropriate
- 



Questions & Discussion

Post-Test

