



IMPLICIT BIAS IN HEALTH CARE

TWO KINDS OF INTELLIGENCE



RUMI 1207 - 1273

There are two kinds of intelligence: one acquired, as a child in school memorizes facts and concepts from books and from what the teacher says, collecting information from the traditional sciences as well as from the new sciences. With such intelligence you rise in the world. You get ranked ahead or behind others in regard to your competence in retaining information. You stroll with this intelligence in and out of fields of knowledge, getting always more marks on your preserving tablets. There is another kind of tablet, one already completed and preserved inside you. A spring overflowing its springbox. A freshness in the center of the chest. This other intelligence does not turn yellow or stagnate. It's fluid, and it doesn't move from outside to inside through conduits of plumbing-learning. This second knowing is a fountainhead from within you, moving out.

BREATHING EXERCISE



Systems Thinking

Psychologist and Nobel prize-winner Daniel
Kahneman

System 1

fast, automatic, effortless, and
occurs with no conscious sense
of voluntary control.

$2 + 2 = ?$

Our brains



System 2

slow, conscious, explicit, and
deliberate

$126 \times 43 + ?$

Our brains



ACTIVITY



WHAT IS IMPLICIT BIAS?

HOW FAMILIAR ARE YOU WITH THE TERM?

Implicit bias definition

- **Implicit Bias refers to the attitudes, stereotypes and beliefs that affect our understanding, actions and decisions in an unconscious manner. It can impact how we judge people and how we treat people.**

COMMON ASSUMPTIONS



- Good people are not biased. Bad people are biased- I'm a good person
- I know what my unconscious bias were and I got rid of them
- Everyone is biased so we don't need to worry about them
- If my bias is unconscious, there's nothing I can do about it

Video

WHY DO WE ALL HAVE BIASES?

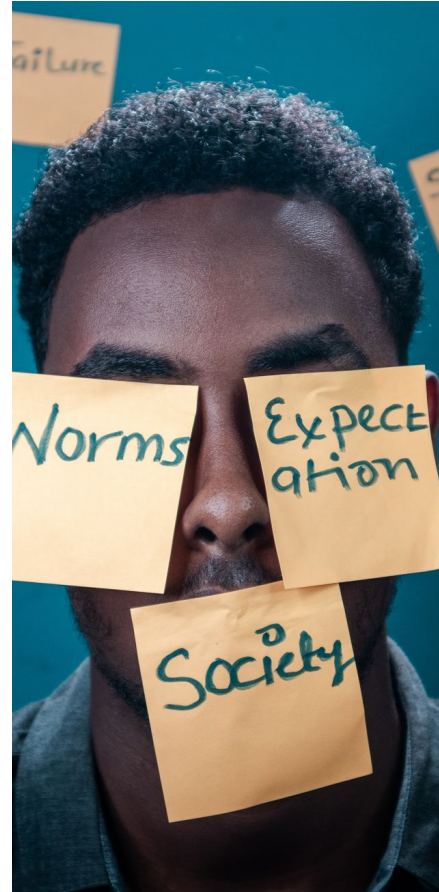
based on research from the Kirwin Institute at Ohio State University



Brain



Unconscious



Systemic



Awareness



Memory

EXERCISE #1

If you can read this paragraph, it's because our minds are very good at putting together pieces of information in a way that is easy for us to make sense of. Our minds do this automatically, without our conscious control.

EXERCISE #2

Red	Blue
Blue	Orange
Orange	Red
Brown	Brown
Green	Red

EXERCISE #3

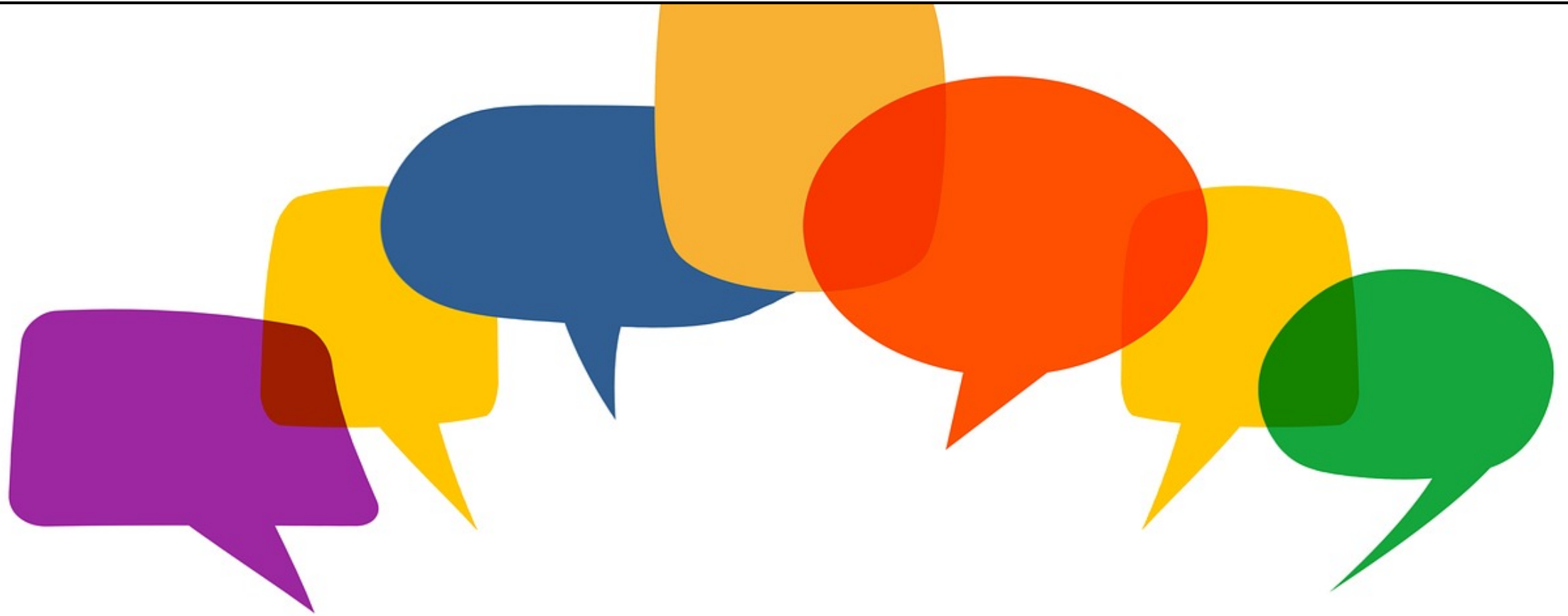
Brown	Red
Green	Brown
Red	Orange
Orange	Red
Blue	Blue

BREAKOUT ROOM DISCUSSION



**NAME ONE BIAS
INCIDENT YOU MAY
HAVE SEEN OR
EXPERIENCED IN
YOUR WORKPLACE.**

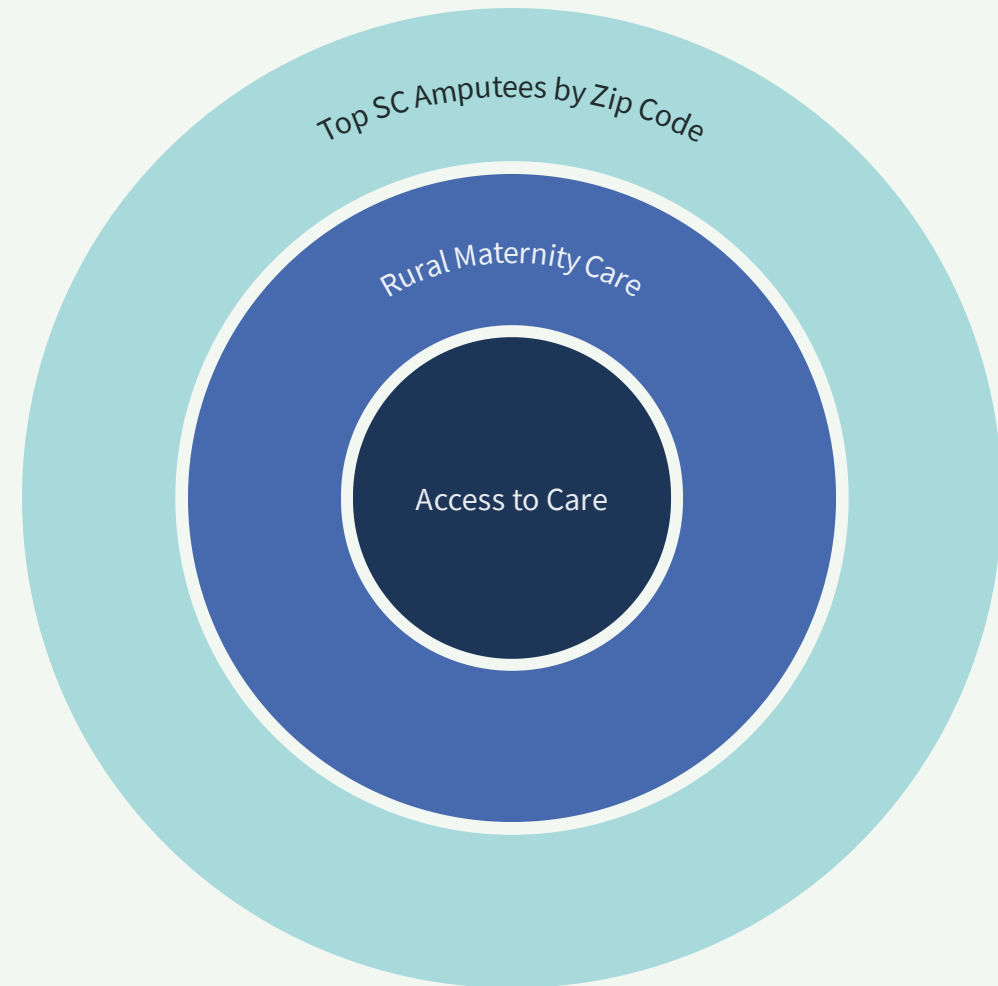
Can be recent or in the past



LARGE GROUP DISCUSSION

HEALTH CARE DISPARITIES

- 1 Amputees by Zip Codes
- 2 Maternal Mortality Rates
- 3 Access to Health Care



An aerial photograph of a vast rural landscape. The foreground and middle ground are dominated by a patchwork of agricultural fields in various shades of green, yellow, and brown, indicating different crops or stages of growth. Several farmsteads with white buildings and silos are scattered throughout the fields. A long, straight road or path runs diagonally across the scene from the bottom right towards the center. The background shows a flat horizon under a clear, light blue sky. The overall scene depicts a typical rural agricultural setting.

**RURAL RESIDENTS FACE RACIAL INEQUITIES IN
ACCESSING HOSPITAL CARE**

THE PROBLEM OF THE COLOR LINE: SPATIAL ACCESS TO HOSPITAL SERVICES FOR MINORITIZED RACIAL AND ETHNIC GROUPS

- “Changing a health care infrastructure that has been built within the context of discrimination against minoritized racial and ethnic populations is not a one-and-done effort. Dedicated policy and advocacy, coupled with geographically informed research, are needed to isolate and remedy current service shortfalls.”

Health Affairs, February 2022, Jan Eberth, PhD, et al

An aerial photograph of a vast rural landscape. The foreground and middle ground are dominated by a patchwork of agricultural fields in various shades of green, yellow, and brown, indicating different crops and stages of growth. Several farmsteads with white buildings and silos are scattered throughout the fields. A long, straight road or path runs diagonally across the scene. In the far distance, a line of wind turbines is visible against a clear, light blue sky. The overall scene depicts a typical rural agricultural setting.

**THE ROLE OF RACIAL AND GEOGRAPHICAL BIAS IN
RURAL MATERNITY CARE**

- The percent of all rural counties in the U.S. that lacked hospital obstetric services increased from 45% to 54%, due to hospital and obstetric-unit closures.
- 179 rural counties (9% of all rural counties) lost access to in-county hospital obstetric services.
- Women living in rural noncore counties (areas with less than 10,000 residents) were disproportionately affected by the loss of hospital obstetric services.
- Only 30.2% of rural noncore counties had continual hospital obstetric services compared to 77.9% of micropolitan counties.

**BETWEEN
2004 AND
2014**



- The percentage of black residents was the strongest predictor of whether a rural county had obstetric services available in 2004, and one of the strongest predictors of whether a rural county that did have obstetric services in 2004 would lose them over the next decade.

CUT OFF



STRATEGIES FOR COMBATTING BIAS IN HEALTH CARE

What actions can we take to affect unconscious bias in the workplace?

1

Examining institutional policies with an equity lens

2

Establishing accountability frameworks such as equity scorecards

3

Auditing medical school curricula for erroneous references to race

10

Listening to and learning from patients and health care professionals of color

4

Reviewing clinical algorithms that erroneously rely on race

5

Investing in scholarships for students of color interested in health professions

6

Training leadership and staff in diversity, equity, inclusion and anti-racism principles

7

Creating real-time reporting initiatives to track and respond to racist or other discriminatory behavior

8

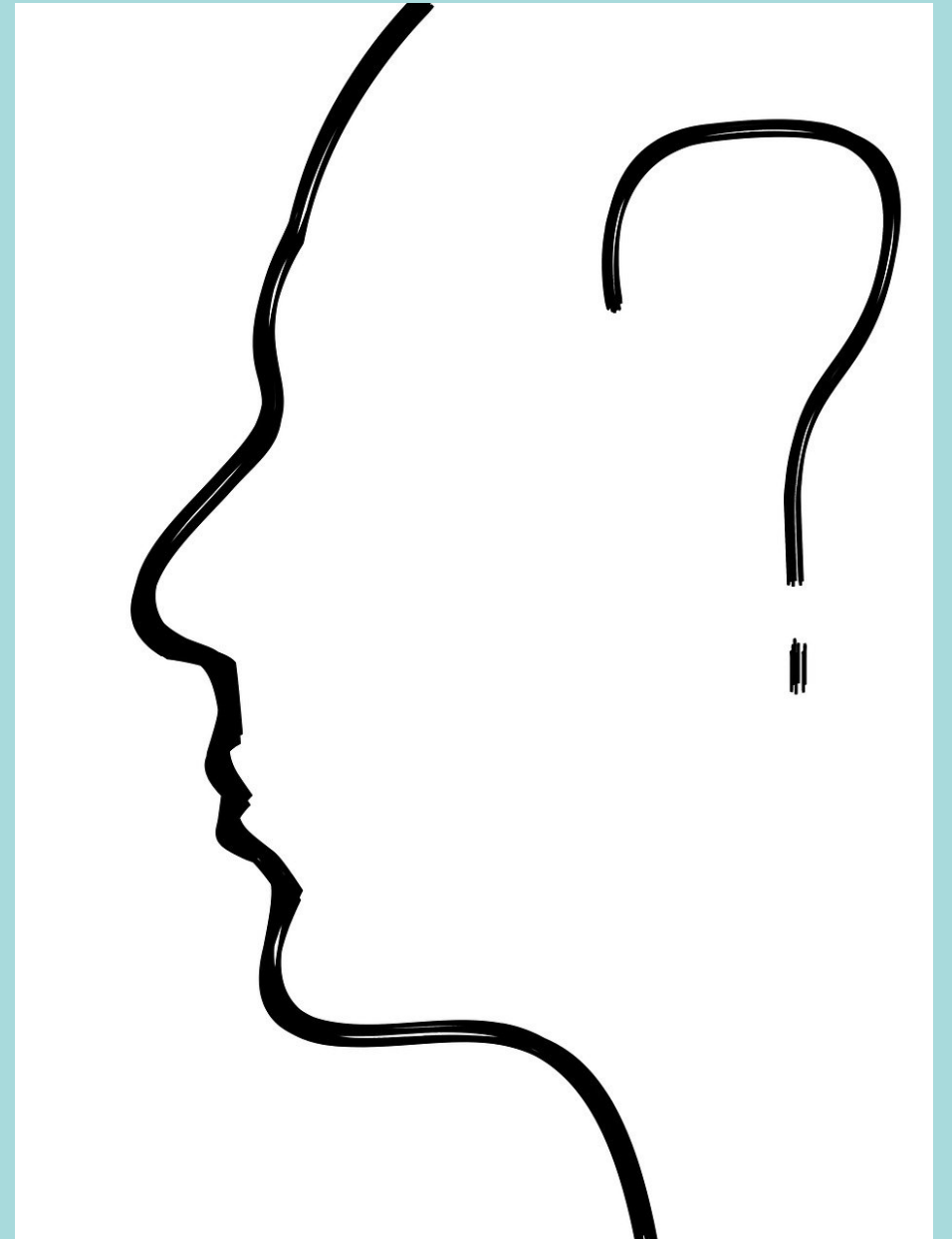
Reviewing vendor relationships to support Black and other minority-owned businesses

9

Creating more equitable workplaces, including efforts to build wealth and opportunities for advancement

**HOW CAN YOU APPLY THE IMPLICIT
BIAS INFORMATION IN THE
WORKPLACE? WHAT DID YOU
LEARN THAT SURPRISED YOU THE
MOST?**

THOUGHTS? QUESTIONS?





BREAK

Video

Video

DISCUSSION QUESTION

**WHAT ARE THE
SOCIAL DETERMINANTS AFFECTING
THE COMMUNITIES YOU SERVE?**

Video