

Implicit Bias in Healthcare

Approaches to promoting resiliency and equity in maternal, child and family health

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Worcester, MA

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Land Acknowledgement

We would like to acknowledge that this presentation is being held on the traditional lands of the Nipmuc People. The word Nipmuc come from an Algonquin Indian word Nippenet, which roughly translates to “the freshwater pond place”.

We pay respect to the Nipmuc Nation and elders both past and present. We acknowledge the truth of many legacies of violence, displacement, migration, and settlement, as well as generations of survival and resiliency that bring us together here today.

Honor Native Land Guide: <https://usdac.us/nativeland>

Agenda

Introductions & background

Definitions and implications

Resiliency and Equity practice tools

Stories of Black Motherhood

Closing

Background

Save the date!

TRAUMA, RESILIENCY AND RACIAL EQUITY TRAINING INSTITUTE

This three day Training Institute aims to **strengthen participant's trauma-informed knowledge and skills to promote racial equity and resilience in Worcester.**

It is designed for nonprofit and public sector providers such as youth workers, family advocates, healthcare providers, educators, case workers, program managers and directors.

This training is very interactive, with time for discussion, reflection, and activities to apply the learning to our everyday work.

- Cost: Free
- Location: Blackstone Heritage Corridor Visitor Center at Worcester, 3 Paul Clancy Way (for GPS use 115 McKeon Road) Worcester, MA 01607



Coffee & snacks provided

**Wednesday August 7
Monday August 12
& Monday August 19**

9:30 AM - 4 PM each day.

All three days required

To register, please complete the following [google form \(click for weblink\)](#) or visit <https://forms.gle/oeq7zaP15Sx9R636> or contact Samantha Calero at samwrightcalero@gmail.com or 617-516-4532 for more information, including a paper copy of the registration form



- Boston Public Health Commission
 - Division of Violence Prevention -- Family Justice Center and Capacity Building & Training Initiative
- 18-hour *Trauma, Resiliency & Racial Equity Training Institute*
 - August 2019, next pilot January 2020
- Fatima Dainkeh, MPH – She+ Geeks Out and Stories of Black Motherhood

What is a trauma-informed approach?

Recognizes trauma and its impact

Promotes positive relationships

Promotes voice and choice

Ensures physical and emotional safety

Nurtures strengths and assets

Facilitates access to resources

Ensures racial justice and health equity

Provides a workplace culture of self-care

Introductions

- Name & Organization
- Race & Ethnicity
- Gender Pronouns
- What brings you to this work, and/or to this conference?

They/Them/Theirs
She/Her/Hers
He/Him/His
Using the Person's Name



What is **implicit** or **unconscious** racial bias?



- Unconscious, automatic, pervasive
- May conflict with our conscious values
- Implicit racial bias **can affect our behaviors** and decisions
- Implicit racial biases are learned, and **can be unlearned.**

Implicit Bias in Healthcare: a look at the literature

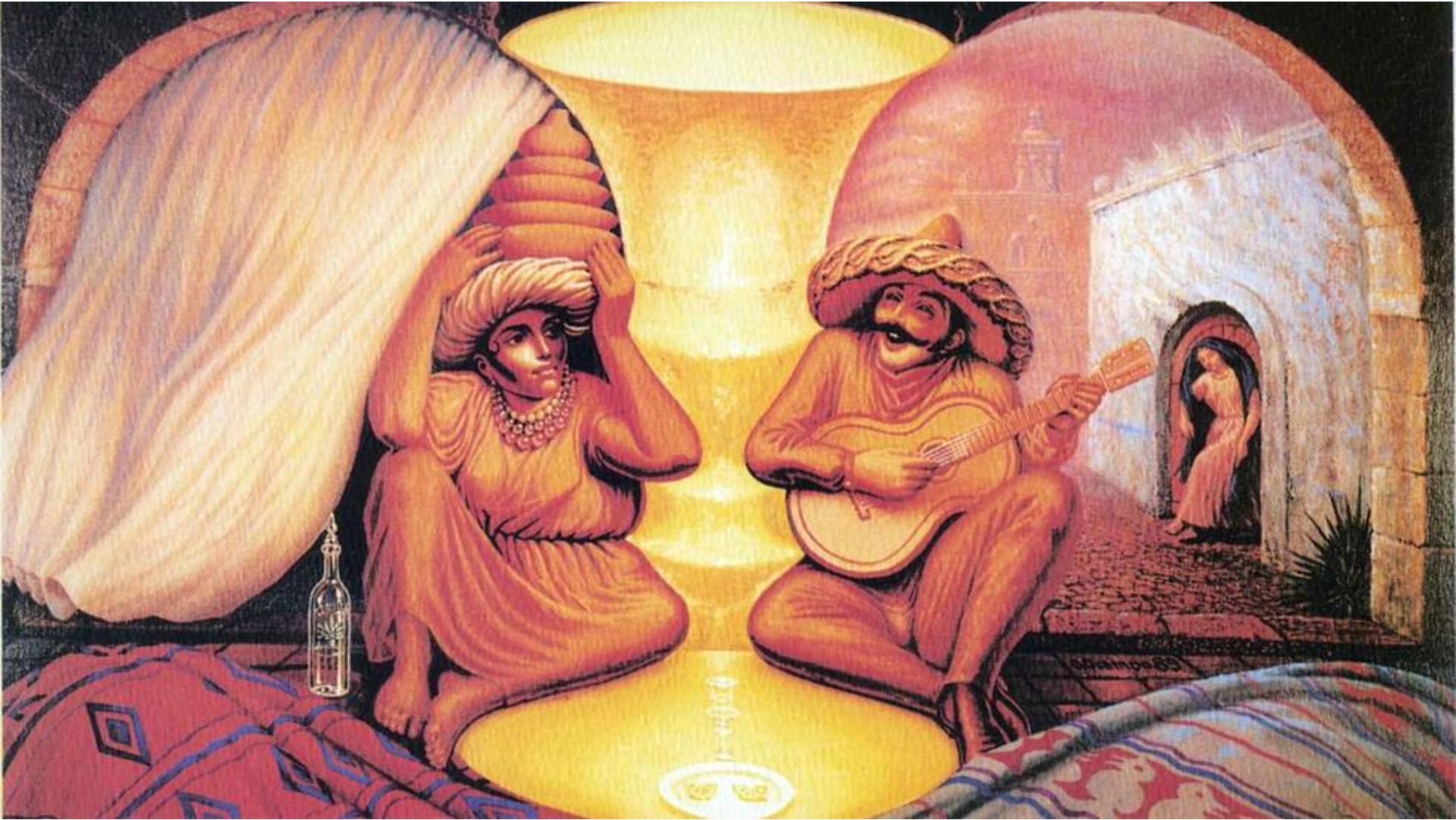
A study of pediatric emergency department residents found similar pro-White/anti-Black implicit biases as the general population, with their **rates of implicit biases three times greater than explicit biases**¹

A study of mental health providers found that when using a white-sounding name vs. a black-sounding name, a prospective client was 12% more likely to receive a call back for a conversation vs. **no call or a voicemail declining services**²

Patients of oncologists with higher levels of implicit bias found their medical providers **less patient-centered**, which negatively affected the patients' confidence in treatment recommendations³

Medical students who had heard **negative comments** about African American patients from attending physicians or residents during the students' time in medical school predicted increased implicit bias⁴

Cognitive stressors may affect implicit bias: emergency department overcrowding and a higher patient load were associated with an increase in implicit racial bias post-shift⁵



Octavio Campo

Race is...

A *socially constructed* way of grouping people, based on skin color and other apparent physical differences. Race has *no genetic or scientific basis*.

This social construct was created and used to justify social and economic oppression of people of color by white people.

Adapted from the Applied Research Center

Racism is...

A system of oppression based on the socially constructed concept of race that is **used to the advantage of the dominant racial group** (white people) and the **disadvantage of non-dominant racial groups** (People of Color).

Racial prejudice + **power** = racism

Adapted from the Boston Public Health Commission's Racial Justice & Health Equity Initiative Professional Development Series (2016)

Methods of Racism

Internalized

- Private beliefs, prejudices, and ideas that individuals have



Interpersonal

- Expressions of racism in interactions between individuals



Institutional

- Practices, policies, procedures within organizations



Structural

- Local, state and federal laws and policies & culture, norms and media



Resilience & Resistance

Internalized

- Promoting positive sense of self, honoring culture, values, intersecting identities

Interpersonal

- Promote safe, stable, supportive relationships

Institutional

- Develop organizational policies and procedures that promote safety and healing outcomes, community networks

Structural

- Laws, culture and coordinated relationships between institutions that promote well-being

*Adapted from Race Forward framework
for Levels of Racism*

Health Equity

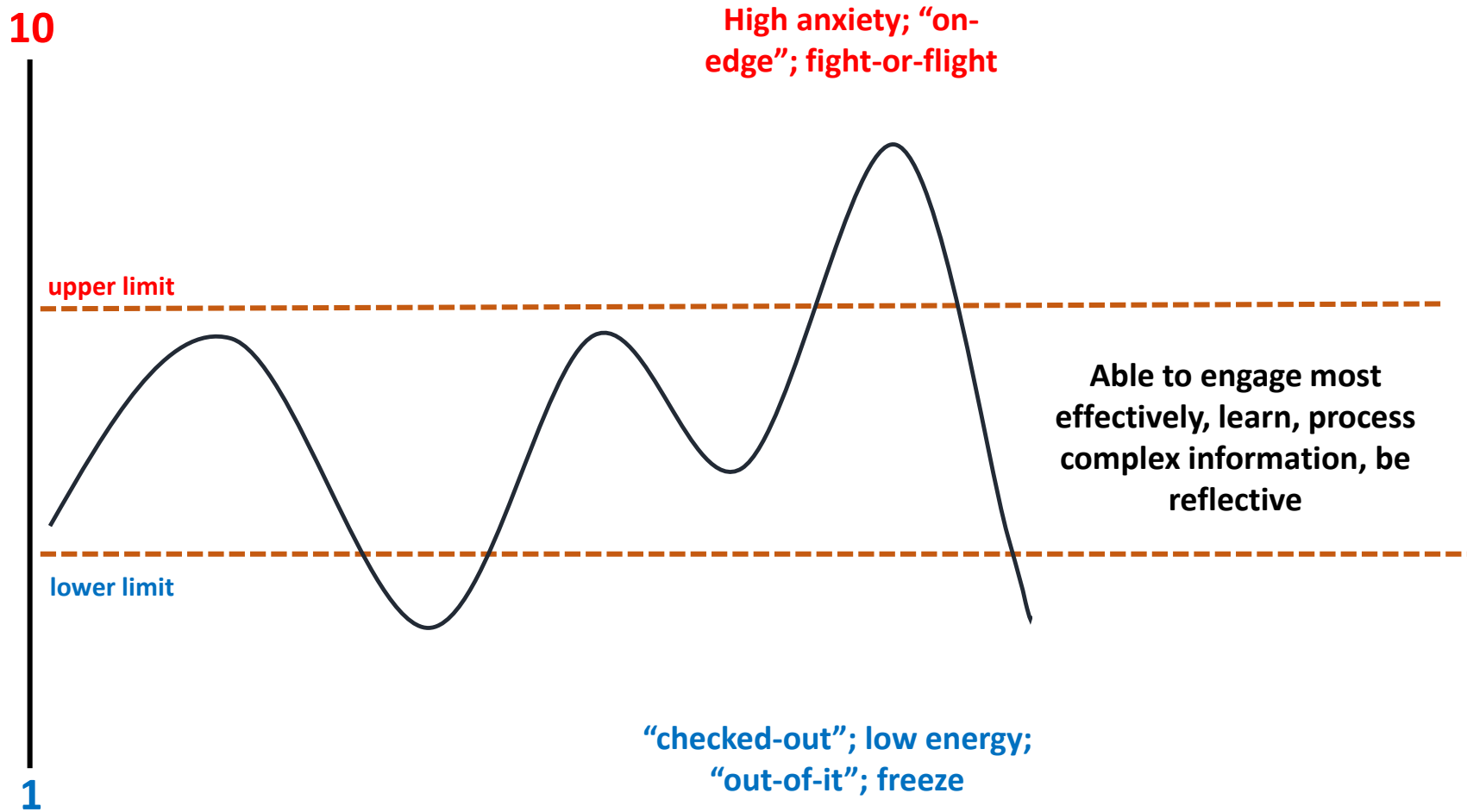
Attaining full health potential and wellness as experienced and honored through one's many intersecting identities (race, sex & gender, sexuality, socio-economic status, ability status, immigration status, religion, etc.), and that of their family and communities.

Samantha Calero (2019) adapted from the Boston Public Health Commission's Racial Justice & Health Equity Initiative Professional Development Series (2016)

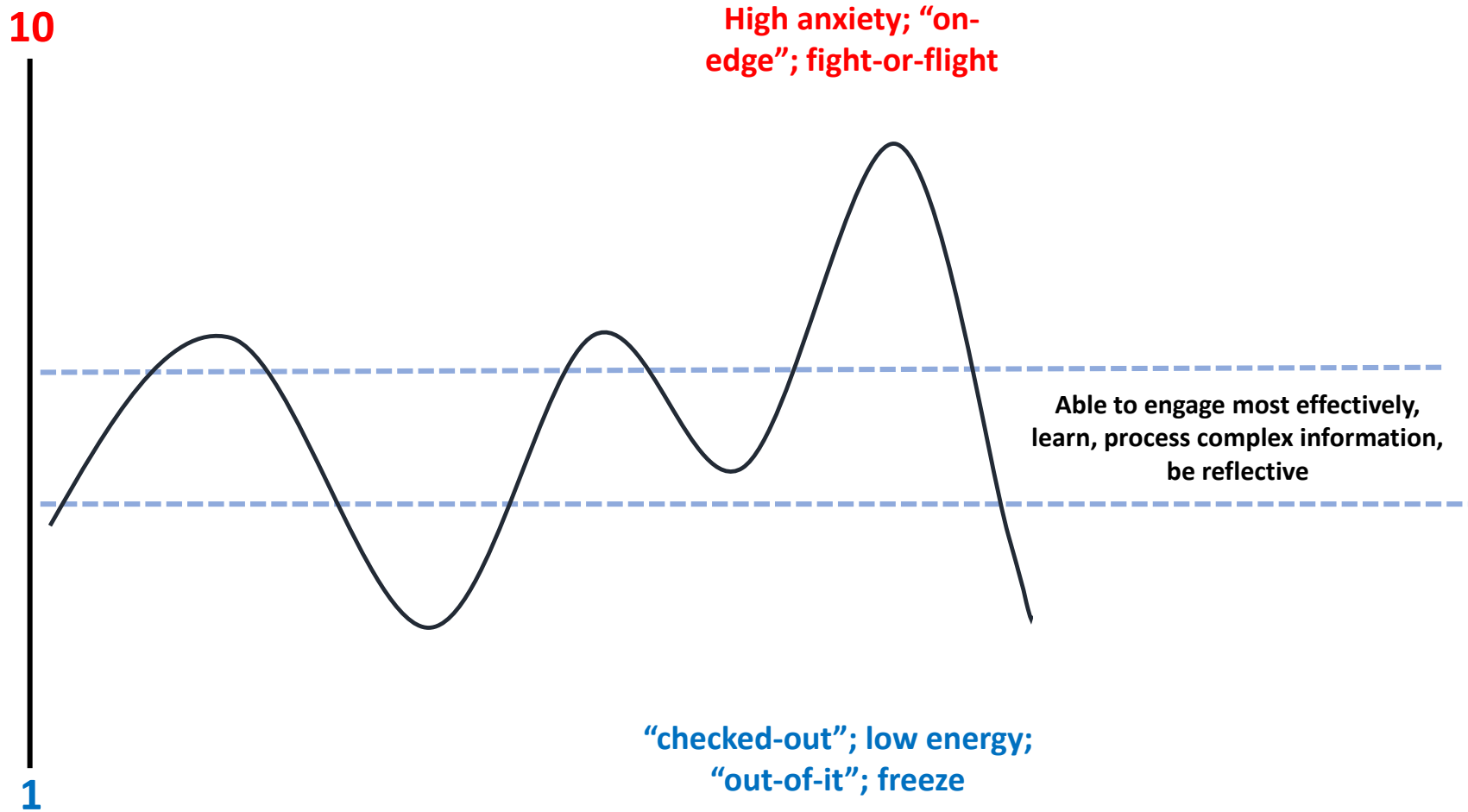
Strategies to Address Implicit Racism

- Taking the IAT (Implicit Association Test) and self-assessment
- Practicing grounding and mindfulness
- Training and professional development
- Review and changes to policies, protocols and procedures

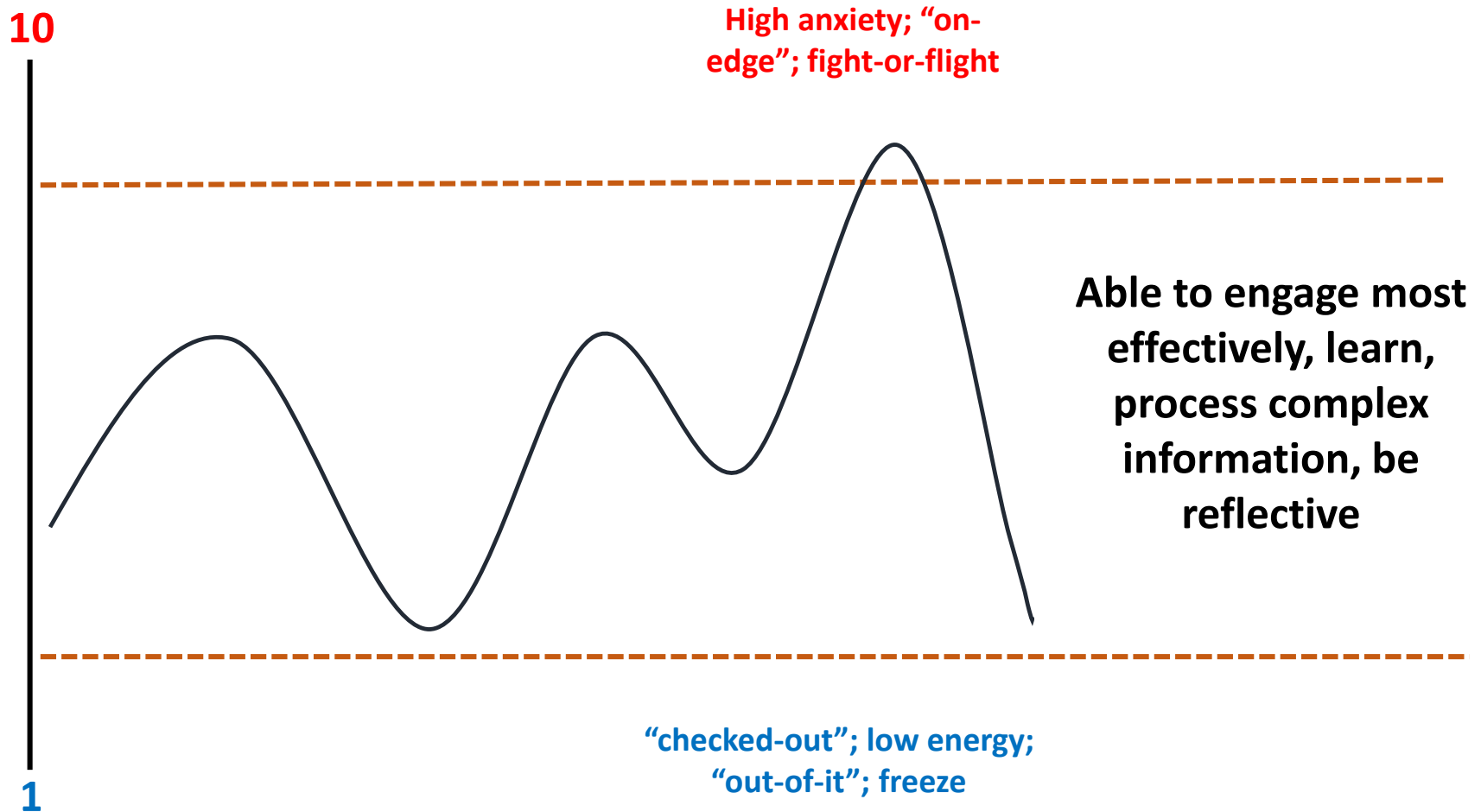
Practice Tool #1: Window of Stress Tolerance



Practice Tool #1: Window of Stress Tolerance



Practice Tool #1: Window of Stress Tolerance



Practice Tool #2: Stories of Black Motherhood

- Listening
- Honoring resilience and resistance
- Recognizing patients as partners in their own care

Fatima Dainkeh, MPH



Thank you & resources

- Alyssa Benalfew, Family Justice Center, Boston Public Health Commission: abenalfew@bphc.org
- Bronwen White, Capacity Building & Training Initiative, Boston Public Health Commission: bwhite@bphc.org or (617) 416-2699
- Fatima Dainkeh: Fatima@shegeeksout.com
- Samantha Calero, Independent Consultant: samwrightcalero@bphc.org

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