

Implicit Bias Training Health Equity Summit

Maryland Department of Health
Office of Minority Health and Health Disparities
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MHHD Background

Statutory Base: The Office of Minority Health and Health Disparities (MHHD) was established in 2004 by statute, under the Maryland Health General Article, Section § 20-1001 to § 20-1007, to address minority health disparities in Maryland.

Mission: To address the social determinants of health and eliminate health disparities by leveraging the Department's resources, providing health equity consultation, impacting external communications, guiding policy decisions and influencing strategic direction on behalf of the Secretary of Health.

Vision: To achieve health equity where all individuals and communities have the opportunity and access to achieve and maintain good health.

Objective of Today

1. Review key terms
2. Have discussion around Implicit Bias and Micro assaults
3. Review the Harmful Impact of Implicit Bias
4. Putting it together
5. Next Steps and Take away

April is National Minority Health Month



NATIONAL
**MINORITY
HEALTH
MONTH**

Partnering for Health Equity | April 2018

Key Terms



Bias: Is defined as a prejudice in favor of or against one thing, person or group compared with another usually in a way that's considered to be unfair. (individual, group or institution)

Implicit (Unconscious) Bias: Attitudes towards people or associate stereotypes with them without our conscious knowledge.

Micro aggressions: a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Micro-assaults: are explicit racial or derogatory actions that are intended to hurt.

Micro-insult: is an unconscious communication that demeans a person from a minority group.

Micro-Invalidation: is the minimizing or disregarding the thoughts, feeling or experience of a person of color.

Implicit Bias Characteristics

Implicit biases are **pervasive**. Everyone possesses them, even people with avowed commitments to impartiality such as judges.

Implicit and explicit biases are **related but distinct mental constructs**. They are not mutually exclusive and may even reinforce each other.

The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.

We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our in group.

Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

Implicit Bias in Action

<https://www.youtube.com/watch?v=xRgFkIMO-Js>

Implicit Bias Debunked

1. Implicit bias is nothing more than beliefs people choose not to tell others. They know how they feel; they just know they cannot or should not say those beliefs aloud, so they hide them.
2. Implicit bias is nothing more than stereotyping.
3. Having implicit biases makes me a bad person
4. I am not biased; I have diverse friends and I believe in equal treatment.
5. I'm Black; I can't have bias against Black people. I'm also a woman, so it does not make sense that I would have implicit biases against my own sex.

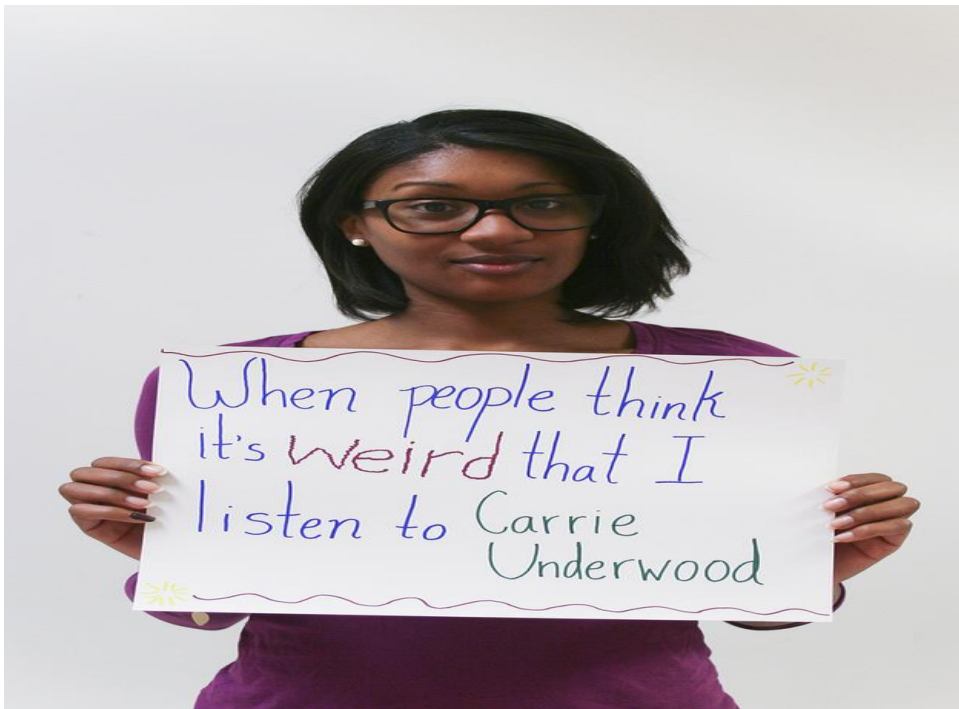
Implicit Bias- Debunked

1. If bias is natural, there is obviously nothing we can do about it.
2. It's a waste of time to try to mitigate my implicit biases. They do not impact anyone anyways.

So Let's Discuss

<https://www.youtube.com/watch?v=DWynJkN5HbQ>

Micro aggression



Micro-aggression in action



Micro-aggression in action



@purplishblack

What do you think?

<https://www.youtube.com/watch?v=hDd3bzA7450>

The Harmful Impact

- (a) assail the mental health of recipients,
- (b) create a hostile and invalidating work or campus climate,
- (c) perpetuate stereotype threat,
- (d) create physical health problems,
- (e) saturate the broader society with cues that signal devaluation of social group identities,
- (f) lower work [productivity](#) and problem solving abilities, and (g) be partially responsible for creating inequities in [education](#), employment and health care.

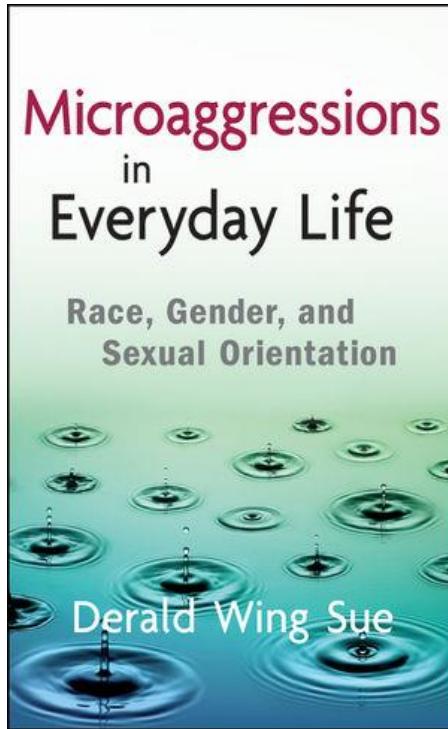
Putting it together

<https://www.youtube.com/watch?v=zRwt25M5nGw>

What Next

WHAT CHALLENGED ME TODAY	WHAT DID I LEARN TODAY
WHAT WAS MY A HA MOMENT?	What will I do different tomorrow?

Resources



[HTTP://KIRWANINSTITUTE.OSU.EDU/](http://kirwaninstitute.osu.edu/)

KIRWAN INSTITUTE

[HTTPS://IMPLICIT.HARVARD.EDU/IMPLICIT/TAKEATEST.HTML](https://implicit.harvard.edu/implicit/takeatest.html)

IMPLICIT BIAS TEST

<https://www.psychologytoday.com/us/blog/microaggressions-in-everyday-life/201010/racial-microaggressions-in-everyday-life>

HARMFUL IMPACT OF IMPLICIT BIAS

Questions????



A word cloud centered around the phrase "thank you" in various languages and scripts. The most prominent word is "thank you" in red. Other large words include "gracias" in green, "merci" in orange, and "dank je" in blue. Numerous other words in smaller fonts represent various languages such as Spanish (gracias, gracias), French (merci, merci), German (danke, danke), Italian (grazie, grazie), Japanese (ありがとう), Korean (감사합니다), and many others. The words are arranged in a horizontal, roughly oval shape.

Contact Information

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