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Let's Get Explicit About Implicit Bias

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Disclosure

- I have no relevant financial conflicts of interest in relation to this activity to disclose.

Objectives

- Define the mechanisms and manifestations of implicit bias
- Explain the impact of implicit bias in health care and population health
- Review methods for reducing negative impact of implicit bias

Disclaimers

- I am not here to tell you what to believe
- This is a participatory workshop that can help you better understand and address the difficult issue of implicit bias

Self Assessment Question #1

Which of the following is true regarding implicit bias?

- A. One's implicit bias cannot be changed
- B. Implicit and explicit biases often manifest concurrently
- C. Implicit bias is an evolutionary mechanism to reduce cognitive load
- D. Stereotyped populations have less implicit bias than majority populations

Self Assessment Question #2

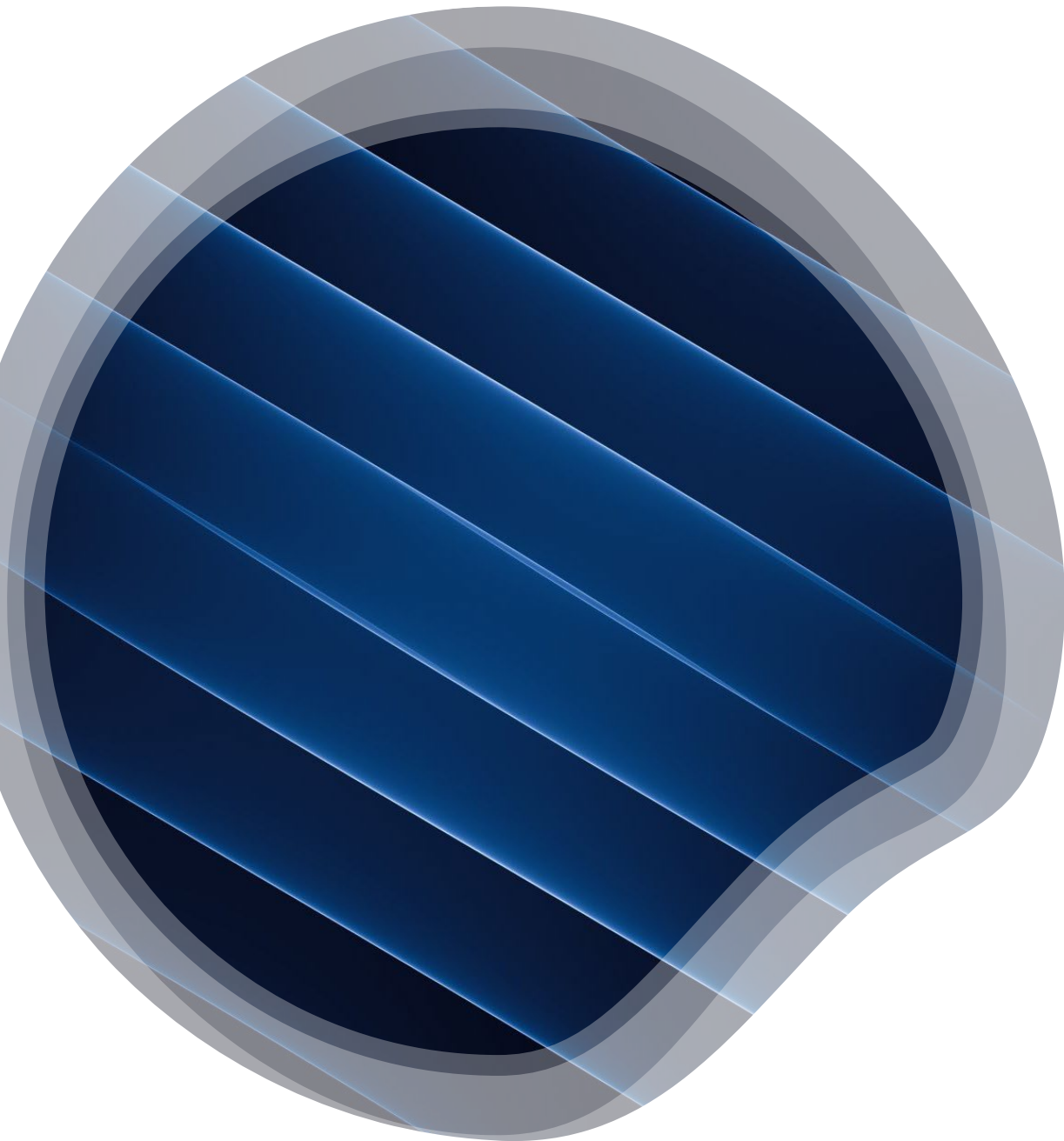
Which best describes the impact of health care professional (HCP) implicit bias on the health care system?

- A. HCPs have the same implicit biases as the general population
HCP implicit bias is mitigated by their scientific training and background
- B. HCP implicit bias has less impact in the health care system since it is buffered from structural racism/discrimination
- C. HCP implicit bias is higher than the general population due to emotional intensity of their work

Self Assessment Question #3

Which of the following statements is true regarding reducing the impact of implicit bias?

- A. An individual is solely responsible for reducing their implicit bias
- B. Self-reflection on one's implicit biases is key to reducing its negative effects
- C. It is not possible to retrain the brain and its implicit bias processes
- D. Reducing implicit bias will not positively impact disparities in health care



Introduction

Why are we talking about this?

“In order to renew a license as a health care professional in this State, the licensee shall complete an evidence-based implicit bias training...[regarding how to address] unintended biases regarding race, ethnicity, gender, identity, sexual orientation, socioeconomic status, or other characteristics”



Introduction

Okay...but *why* are we talking about this?

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Implicit Bias – What Is It?

Implicit bias

Bias:

“Negative attitude held about one group of people relative to another group of people”

Implicit bias:

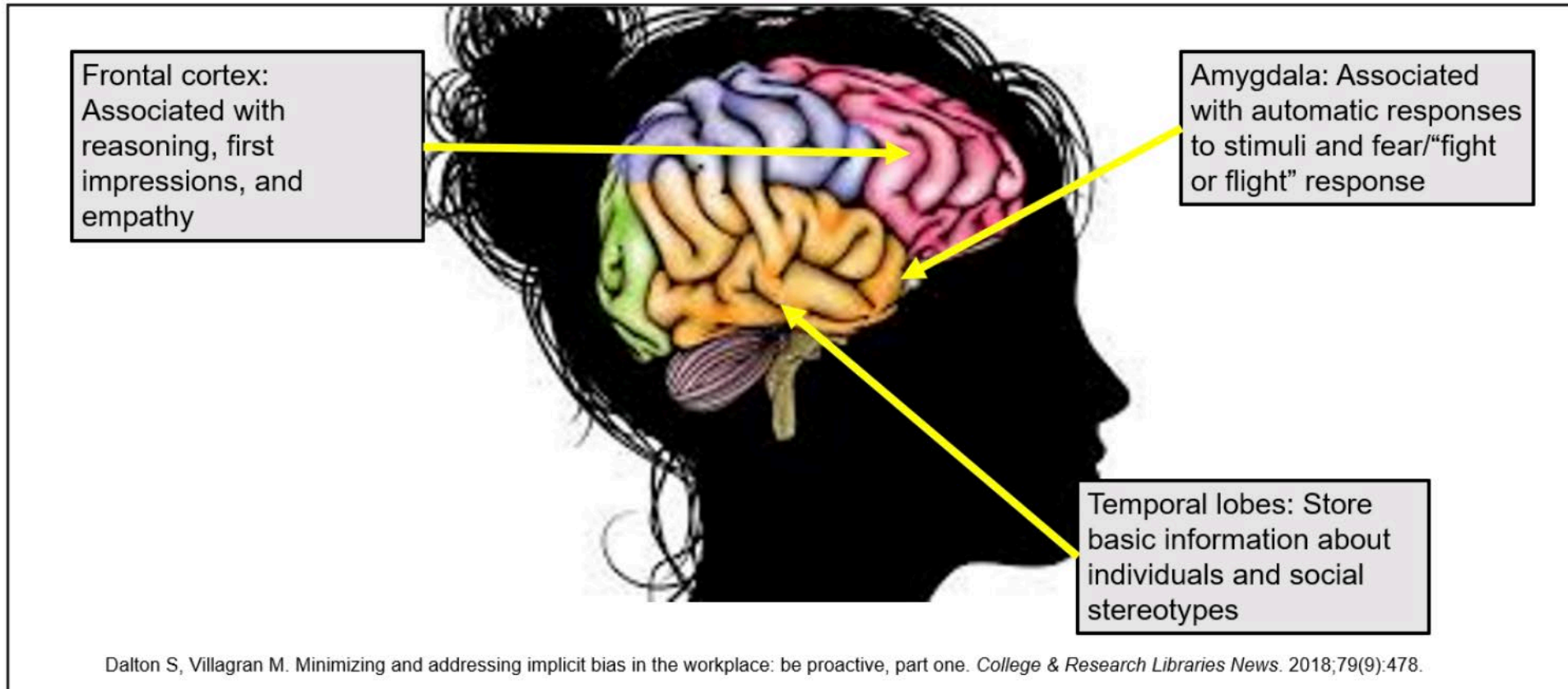
“The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner”

Implicit bias – alternative terms

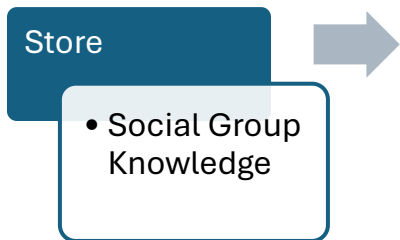
- Unconscious bias
- Implicit prejudice
- Implicit social cognition

“The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner”

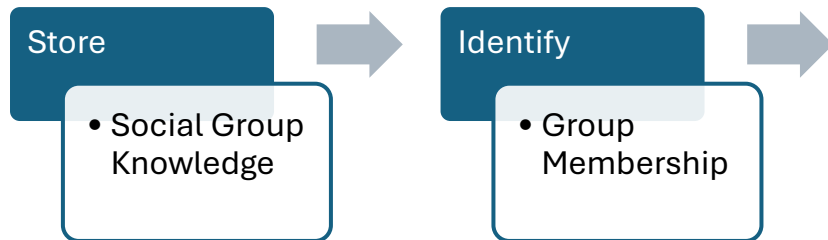
Evolution of implicit bias



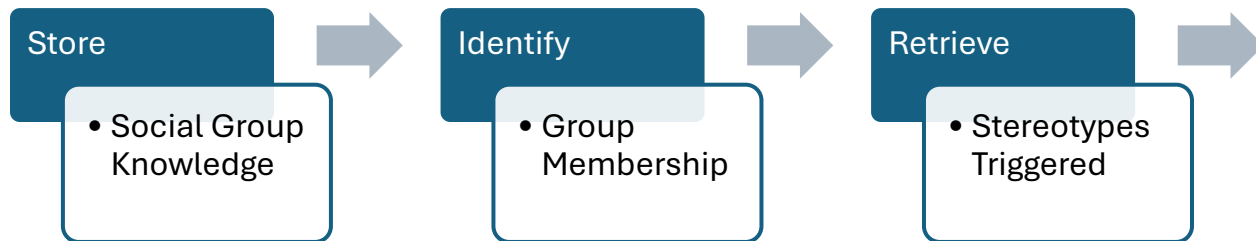
How implicit biases work in subconscious mind



How implicit biases work in subconscious mind

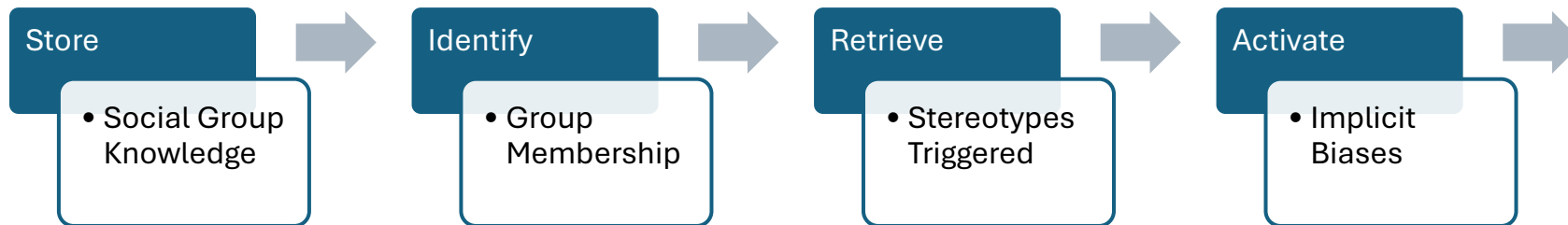


How implicit biases work in subconscious mind

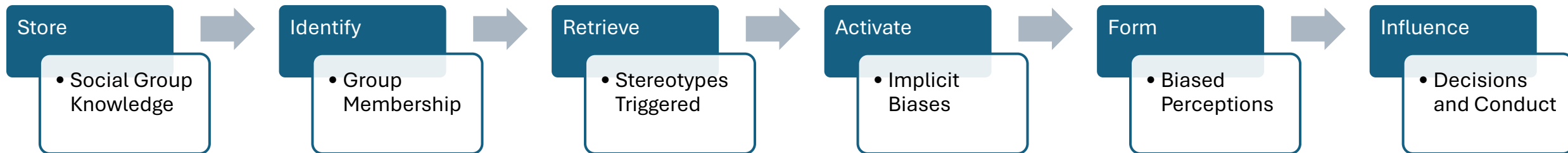


“Unconscious stereotypes are pulled from storage to help sort out the new person or situation before us, *regardless of their accuracy about or applicability to the individual in fact*”

How implicit biases work in subconscious mind



How implicit biases work in subconscious mind





Measuring implicit bias – IAT

- Gold standard – Implicit Association Test (IAT)
- Measures user's unconscious associations between concepts and evaluations

Implicit Association Test

Next, you will use the 'E' and 'I' computer keys to categorize items into groups as fast as you can. These are the four groups and the items that belong to each:

Category	Items
Good	Smiling, Glad, Laughing, Spectacular, Cherish, Excitement, Glorious, Terrific
Bad	Dirty, Horrible, Gross, Rotten, Disgust, Despise, Yucky, Hurtful
Fat People	
Thin People	

There are seven parts. The instructions change for each part. Pay attention!

Continue

onment x

Press "E" for

Bad words

or

Thin people

Press "I" for

Good words

or

Fat people

Part 3 of 7

Use the **E** key for **Thin people** and for **Bad words**.
Use the **I** key for **Fat people** and for **Good words**.
Each item belongs to only one category.

If you make a mistake, a red **X** will appear. Press the other key to continue.
Go as fast as you can while being accurate.

Press the **space bar** when you are ready to start.

Press "E" for

Bad words

or

Thin people

Press "I" for

Good words

or

Fat people



If you make a mistake, a red X will appear. Press the other key to continue.

Press "E" for

Bad words

or

Thin people

Press "I" for

Good words

or

Fat people

Smiling

If you make a mistake, a red **X** will appear. Press the other key to continue.

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The Impact of Implicit Bias

Why does implicit bias matter?

Implicit bias influences behavior/actions more than explicit bias

In our country, it's been shown to create *biased* conduct and decision-making amongst

- Attorneys when deciding who to prosecute
- Lawyers choosing jury members
- Corporate managers hiring and deciding promotions
- Teachers and administrators when deciding who to punish among misbehaving students
- Jury members when deciding who should receive death penalty

Do health care professionals have implicit bias?

FitzGerald and Hurst *BMC Medical Ethics* (2017) 18:19
DOI 10.1186/s12910-017-0179-8

BMC Medical Ethics

RESEARCH ARTICLE

Open Access



Implicit bias in healthcare professionals: a systematic review

Chloë FitzGerald* and Samia Hurst

Implicit bias in healthcare professionals: a systematic review

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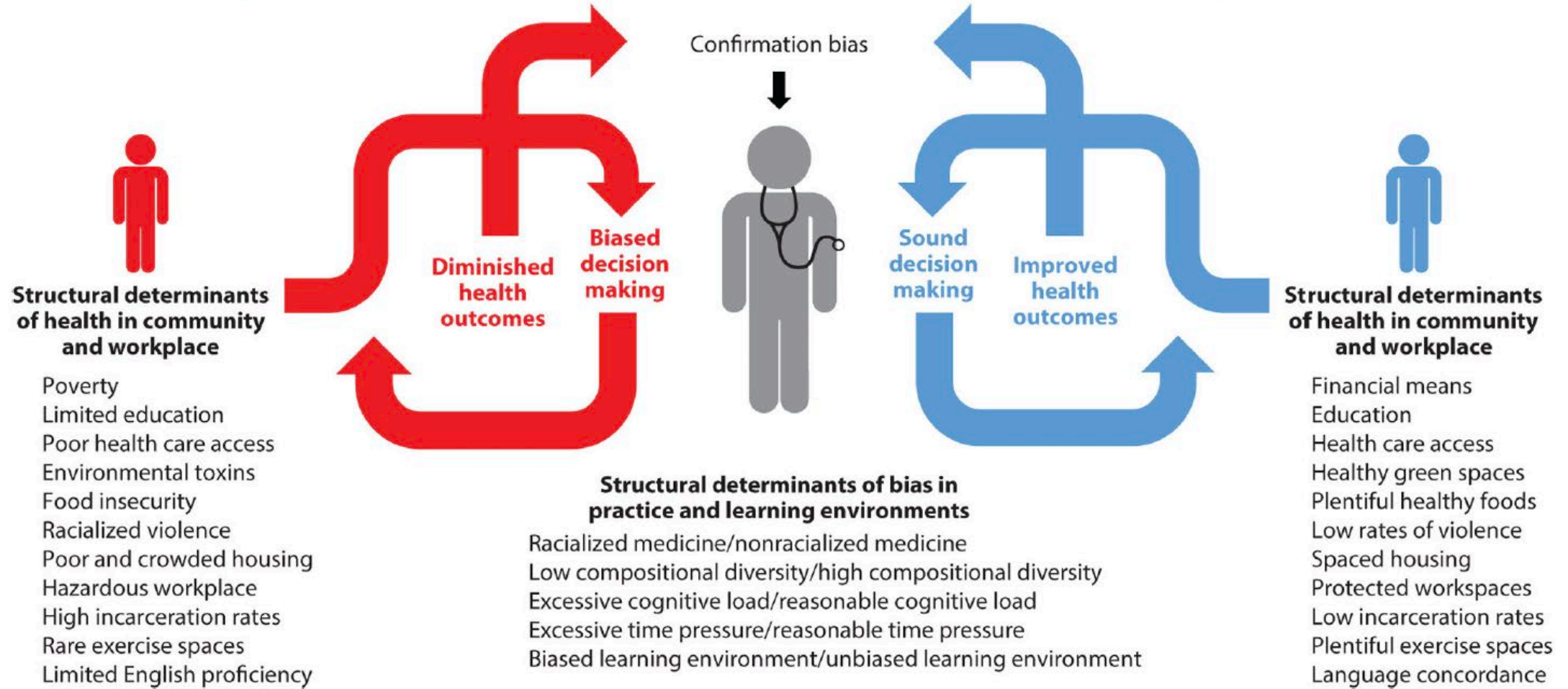
Multiple biases

2004	Arber ^a [27]	US/UK	Assumption Method Biases: Age, Gender, Racial/ethnic and Socio- Economic Status (SES)	256 primary care physicians in the US and the UK	Screening telephone calls.	65% in the US and 60% in the UK.	Gender and age influenced the doctors' questioning of patients presenting with coronary heart disease (CHD) in both countries. Men were asked more questions overall and middle-aged patients were asked more lifestyle questions.
2006	Arber ^a [32]	UK and US	Assumption Method Biases: Age, Gender, Racial/ethnic and SES.	256 primary care physicians in the US and the UK	Screening telephone calls.	65% in the US and 60% in the UK.	The gender of the patient significantly influenced doctors' diagnostic and management activities. Midlife women were asked fewest questions and prescribed least medication appropriate for CHD.
2006	Barnhart [66]	US	Assumption Method Biases: Racial/ethnic, Gender, and Social Circumstances.	544 family medicine physicians, internists, cardiologists, and cardiothoracic surgeons	Mail-out.	70%	The patient's race and gender did not significantly affect the physicians' treatment preferences. However, significant differences were found according to social circumstance.
2008	Bönte ^a [31]	US, UK and Germany	Assumption Method Biases: Age, Gender, Racial/ethnic and SES.	384 physicians (internists or family practitioners in the US and Germany or general practitioners in the UK)	Screening telephone calls.	64.9% in the US, 59.6% in the UK, and 65% in Germany.	Results showed gender differences in the diagnostic strategies of the doctors.
2010	Dehlendorf [39]	US	Assumption Method Biases: Racial/ethnic and SES.	524 health care providers (96% MD/DO, 4% Nurse Practitioner/Physician Assistant)	Convenience sample from meetings of professional societies.	Not specified.	Low SES whites were less likely to have intrauterine contraception recommended than high SES whites. By race/ethnicity, low SES Latinas and blacks were more likely to have intrauterine contraception recommended than low SES whites, with no effect of race/ethnicity for high SES patients. Low SES patients were judged to be significantly more likely than high SES patients



Vicious cycle of diminished health care

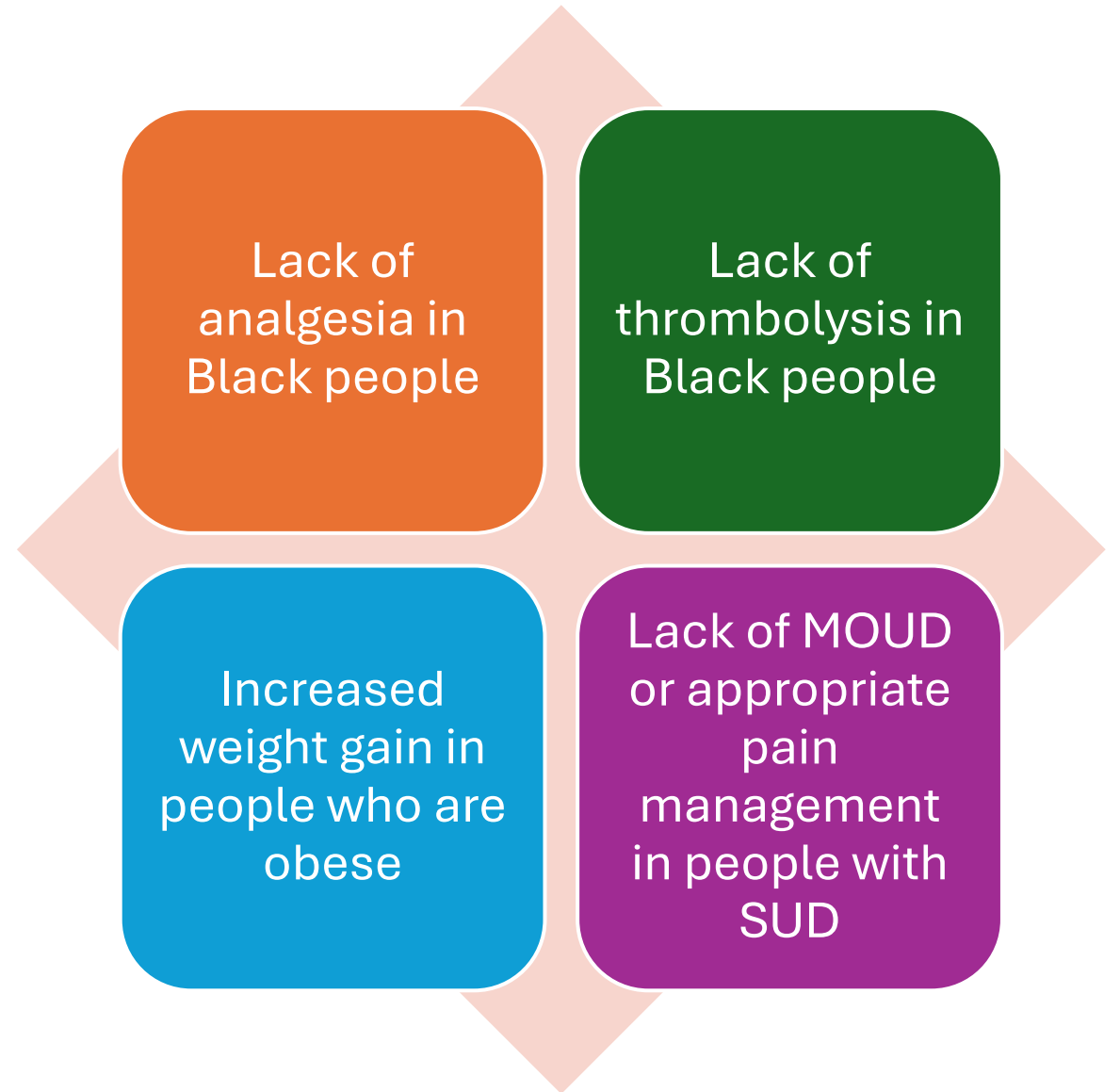
Virtuous cycle of improved health care



Implicit bias in health care

- **Implicit biases manifest in several ways**
 - Absence of evidence-based management plans
 - Not prescribing a statin to someone who qualifies because they are homeless and uninsured
 - Not prescribing necessary opioids in an acute pain syndrome in a person of color
 - Not prescribing buprenorphine to a patient with opioid use disorder because of the concern that they are selling it for illicit drug money
 - Encouraging a patient with obesity to lose weight to help with their joint pain instead of offering the standard workup
 - Tone of voice, language, body language
 - Use of incorrect pronouns
 - Speaking in overly simple terms to a female person
 - Standing or sitting far away from a transgender person

Impact of implicit bias on health care



Impact of implicit bias on health care

“While no study has precisely quantified the extent of demonstrated associations between...bias, inferior health care, and poor health outcomes, *the scientific record is too well developed to ignore that there is more than a mere chance association between implicit bias and health disparities.*”

-Dayna Bowen Matthew

Just Medicine: A Cure for Racial Inequality in American Health Care

US: Covid-19 Disparities

Racism Abuse

TIME

SPOTLIGHT STORY REPORT: FACEBOOK ALGO

H

U.S. •

America's Long Overdue

Doc
The New

VISUAL INVESTIGATIONS

How George Floyd Police Custody

The Times has reconstructed the
25. Security footage, witness vid
how a series of actions by officer



Healthcare workers at Brooklyn's King
movement during the coronavirus par

DOUBLE ISSUE

JUNE 22 / JUNE 29, 2020

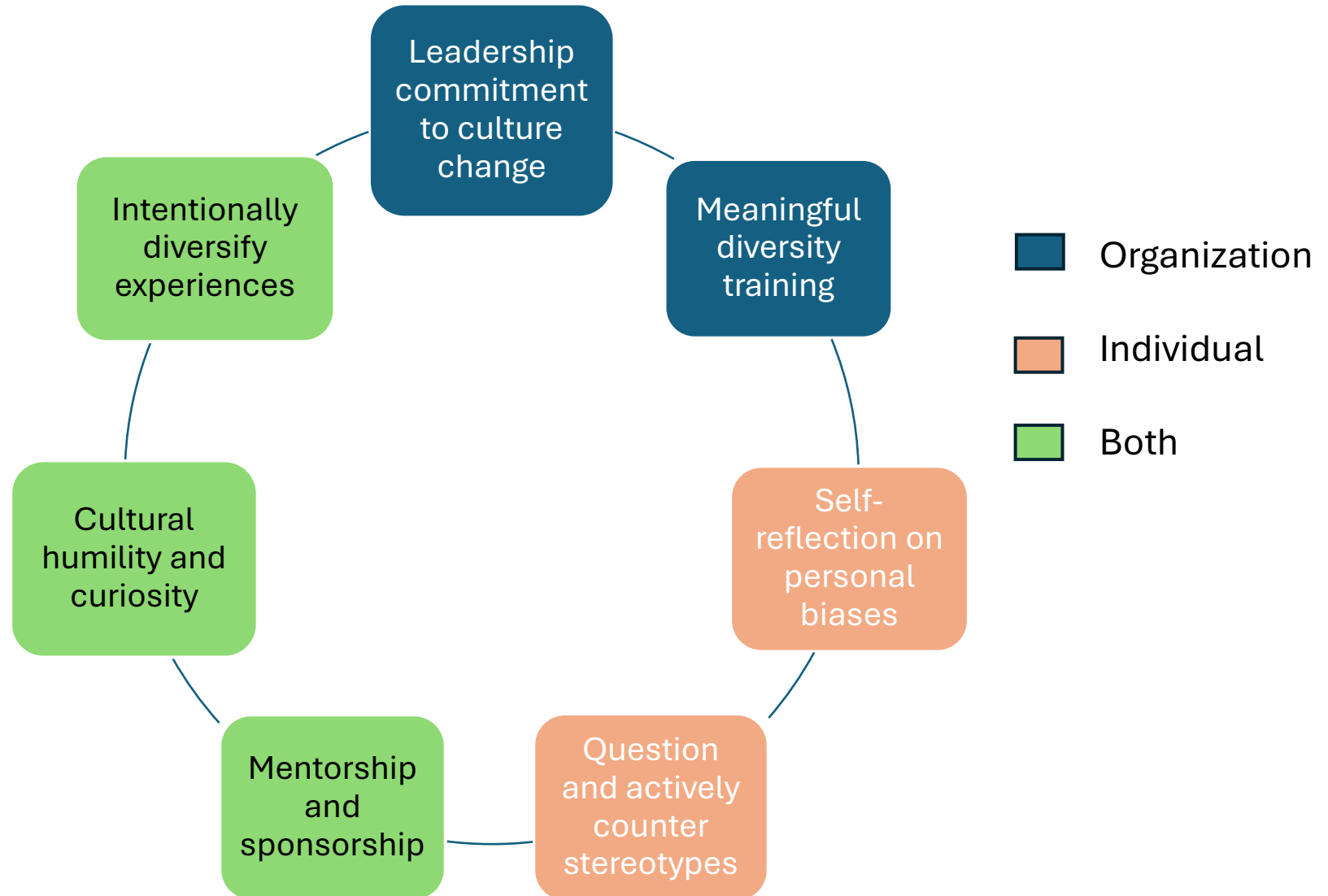


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Mitigating Implicit Bias's Effects

Mitigating Implicit Bias's Effects



Self-reflection on personal biases

Addressing personal bias (*before* it occurs)

We all have biases
While you cannot control another's actions, you can be an example to others
with your own:

Be Aware

Of your biases and how much biases appear as "intuition"

Be Systematic

By using concrete guidelines or checklists, be transparent in decision-making

Be Open

To new experiences and to learning about different identities

Self-reflection on personal biases

Addressing personal bias (*after* it occurs)

What if I unintentionally commit a microaggression?

Intent vs Impact

- Remember that intent and impact are distinct
- Consider other's past experiences

Own Your Actions

- Acknowledge that your actions were biased
- Own the consequences

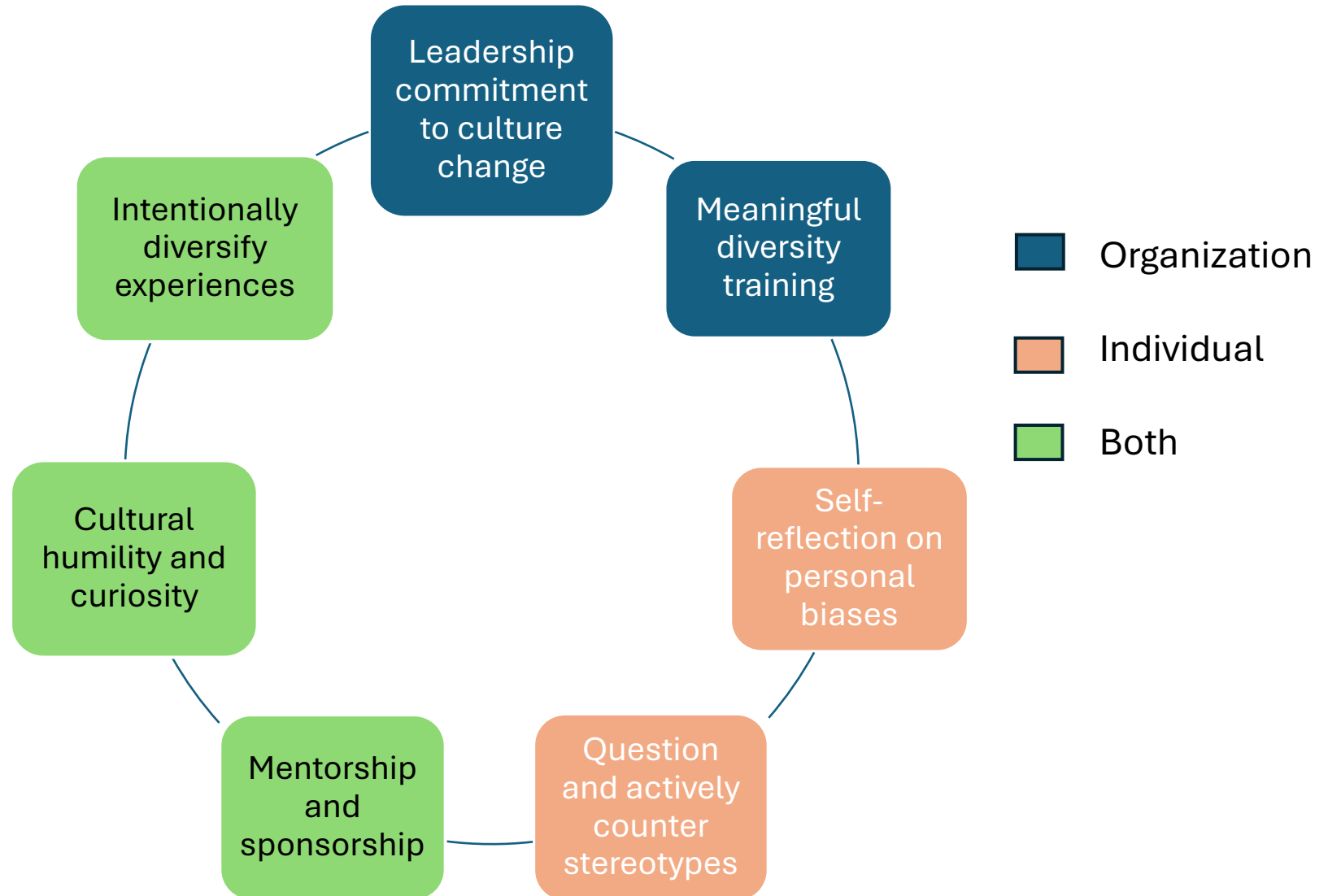
Reinforce and Repair

- Reach out and rebuild trust
- Self-reinforce behaviors that prevent bias

Question and actively counter stereotypes

- Step 1: Acknowledge the bias in the interaction
- Step 2: Make a conscious decision to address the bias
- Step 3: Utilize one of the following action strategies to counter the bias
 - Humor
 - Reject the stereotype outright
 - Ask questions
 - Acknowledge discomfort
 - Be direct
- Step 4: Continue the conversation beyond the interaction

Mitigating Implicit Bias's Effects



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Let's Practice

Cognitive Dissonance Exercise

- First, complete Attitudes Survey
- Next, complete Behaviors Survey

Cognitive Dissonance Exercise

Attitude Survey

- 1) Texting while driving is dangerous. Yes/No
- 2) It is important to stay informed about proposed legislation that affects my community. Yes/No
- 3) Soft drinks/sodas are unhealthy beverages. Yes/ No
- 4) Poverty is a serious problem that needs to be addressed. Yes/No
- 5) Smoking is an unhealthy behavior. Yes/No

Cognitive Dissonance Exercise

Behavior Survey

- 1) I text when I am driving. Yes/No
- 2) I am able to name at least one bill affecting my community that was passed in the last year by the legislators in my county or my state. Yes/No
- 3) I drink soft drinks/sodas. Yes/No
- 4) Within the last year I have donated money or engaged in volunteer work to address the problem of poverty. Yes/No
- 5) Within the last year I have smoked a cigarette. Yes/No



Debrief

1. Did you experience cognitive dissonance? Why or why not?
2. What thoughts were going through your head as you completed the Behavior Survey and had answers that were incongruent with your Attitude Survey
3. What was your emotional reaction to experiencing dissonance?
4. What strategies did you use to try and lessen your experience of dissonance?
5. How does this activity relate to understanding implicit bias?

COGNITIVE DISSONANCE

an unpleasant state that arises when an individual holds beliefs, attitudes or behaviors that are at odds with one another



CONFLICTING THOUGHTS

"I know it is good for my health to exercise three times a week," and
"I did not exercise at all this week."

CAUSE

Anxiety & discomfort;
individuals are motivated to move themselves out of dissonance

COPING STRATEGIES

Rationalization, Denial, Minimization
"That was a long walk from the parking lot, I can count that as my exercise."

RECOGNIZE & CHALLENGE

Recognize and challenge the anxiety and discomfort. Transformational learning occurs when we open our minds and hearts to this work.



Summary

- To be human is to have implicit bias
- Implicit bias plays a role in propagating health disparities among disadvantaged and vulnerable populations
- Acknowledging and addressing our implicit bias are key to reducing the negative impact it has on our society at large
- The negative impact of implicit bias *can* be mitigated

Supplemental Sources

- Kirwin Institute for the Study of Race and Ethnicity. Understanding Implicit Bias. No longer available for viewing outside of OSU, but transcript available [here: https://kirwaninstitute.osu.edu/sites/default/files/documents/video-captions.pdf](https://kirwaninstitute.osu.edu/sites/default/files/documents/video-captions.pdf)
- Take an Implicit Association Test: <https://app-prod-03.implicit.harvard.edu/implicit/takeatest.html> (free upon account activation, or as a guest)

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