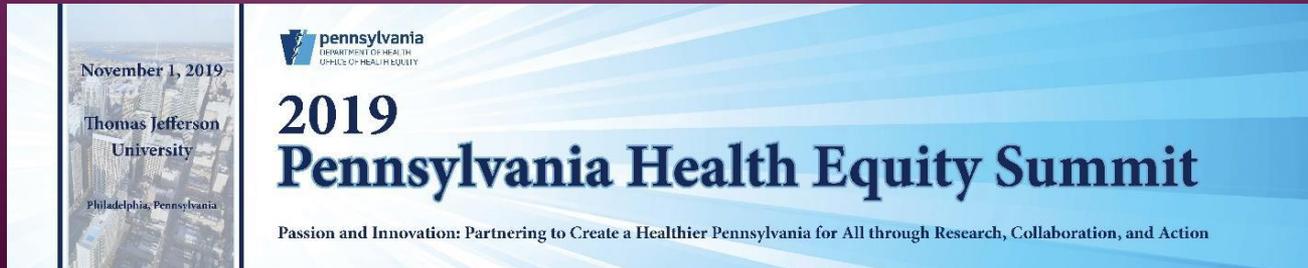




Self-Awareness and Triggers: Are you Aware of your Implicit Bias?



Objective

By understanding ourselves and our triggers will help limit implicit bias in our everyday interactions and will enable us to better serve the needs our patients.

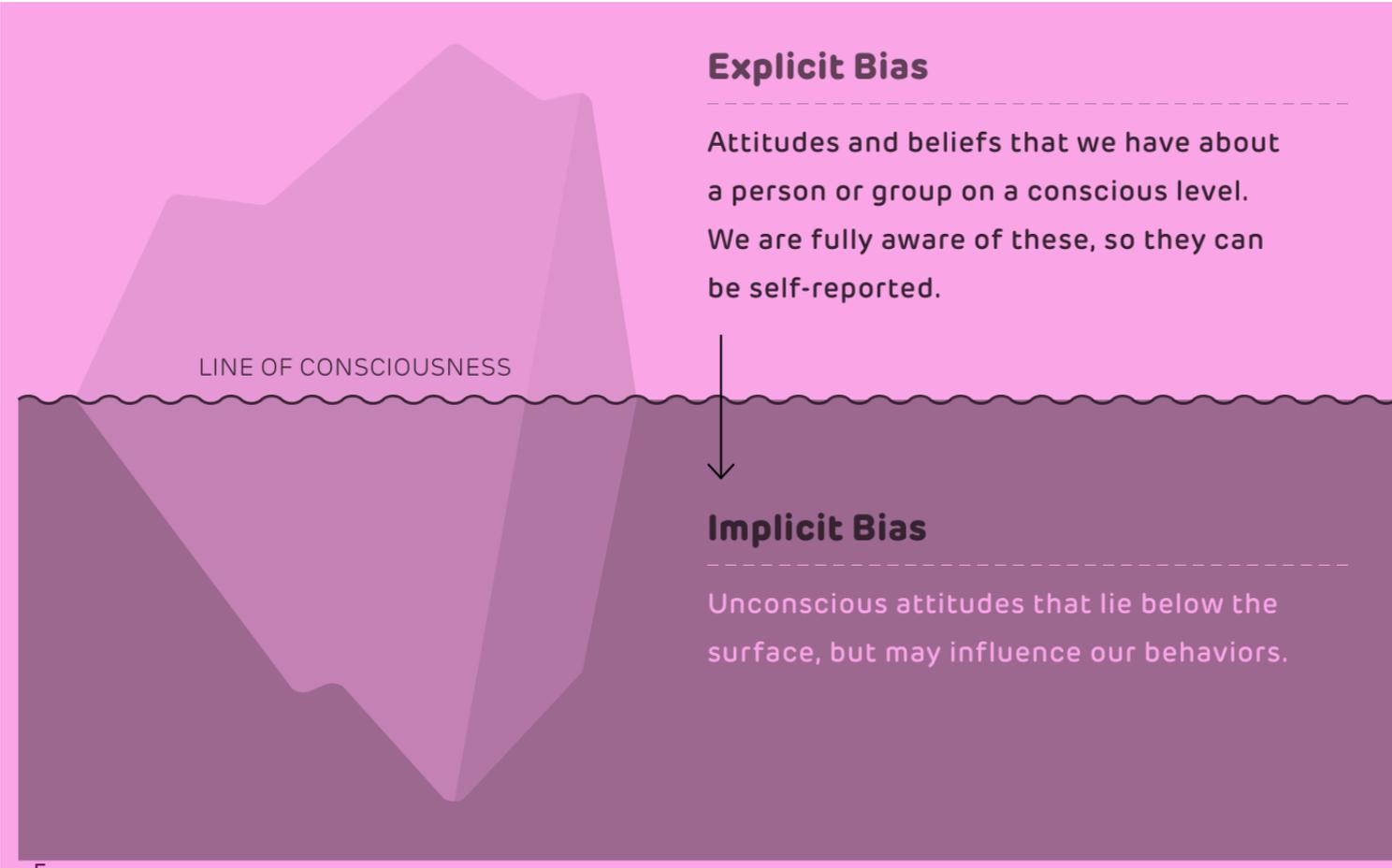
Definitions

Bias-The inclination to hold a partial perspective, often accompanied by a refusal to consider the possible merits of alternative points of view.

Unconscious bias-refers to a bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our background, cultural environment and personal experiences.

Implicit Bias

- An understood implied and otherwise unspoken prejudice.
- Judgement and/or behavior that results from subtle cognitive processes
- Often operates at a level below conscious awareness and without intentional control

An iceberg diagram illustrating the concept of bias. The top part of the iceberg, which is above the water line, is light purple and represents explicit bias. The bottom part, which is submerged below the water line, is a darker purple and represents implicit bias. A wavy line separates the two, labeled "LINE OF CONSCIOUSNESS". A vertical arrow points from the text "Explicit Bias" down to the water line, and another vertical arrow points from the water line down to the text "Implicit Bias".

Explicit Bias

Attitudes and beliefs that we have about a person or group on a conscious level. We are fully aware of these, so they can be self-reported.

LINE OF CONSCIOUSNESS

Implicit Bias

Unconscious attitudes that lie below the surface, but may influence our behaviors.

Practical Tips to Combat Implicit Bias

- Have a basic understanding of the cultures you tend to interact with regularly in the community and in the workplace
- Don't stereotype
- Understand and respect the tremendous power of implicit bias
- Recognize situations that magnify stereotyping and bias

Debiasing Techniques

“The key isn’t to feel guilty about our [implicit] biases-guilt tends toward inaction. It’s to become consciously aware of them, minimize them to the greatest extent possible, and constantly check in with ourselves to ensure we are acting based on a rational assessment of the situation rather than on stereotypes and prejudice.”

Neill Franklin, in The New York
Times Room for Debate series, 2014

Bias Intervention Strategies

P

- Pay attention to what's actually happening beneath the judgments and assessments

A

- Acknowledge your own reactions, judgments and interpretations

U

- Understand the other reactions, judgments and interpretations that may be possible

S

- Search for the most productive way to deal with the situation

E

- Execute the intentional plan

Eliminating Bias Within

- Self Understanding/Self Awareness
- Comprehending the diverse world around us
- Look for daily bias around us
- Understand we all have biases, work to eliminate as many as possible

Authentic Leadership

- Purpose
- Values
- Relationships

Personal Awareness and Authentic Leadership

- Be clear about your purpose
- Understand and explore your motivation, passion and your personal journey
- Do the difficult inner work to develop yourself
- Have a strong moral compass

Self-Awareness

“Knowing yourself is the beginning of wisdom”
Aristotle

Thank you!

Tina L. Nixon, Vice President Mission
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