Implicit Bias in Behavioral Health Care

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Learning Objectives

1. Participants will be able to identify signs of implicit bias

2. Participants will Understanding Risk Factors associated with implicit bias

3. Participants will learn strategies for reducing the effects of implicit bias in behavioral healthcare.
The Human Brain & Bias

• Brain cannot effectively process 11 million bits of information a second

• Takes mental short cuts
Implicit Bias: Biases and Heuristics

We evaluate all sorts of things
• Where to eat
• How to get to work

But....
• What influenced our decision?
  • Confirmation bias
  • Affinity bias
  • Ingroup favoritism
Implicit Racial Bias

IMPLICIT RACIAL BIAS

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Implicit Racial Bias

• Bias

• Stereotype

• Attitude

Implicit Racial Bias

• Hidden

• Less Egalitarian

• Self-reinforcing
THE MEDIUM IS THE MESSAGE...

Real World Implications

Did that really happen?

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 Implicit Bias In Daily Life  

Race

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 Implicit Bias In Daily Life  

Real World Implications

Negative Symbolic Attitudes

Racial Inequality & Injustice

Implicit Racial Bias

Discrimination

Prejudice & Racial Stereotyping

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Implicit Bias In Daily Life

Housing

Exhibit 1: Minority Homeseekers Told About and Shown Fewer Housing Units

<table>
<thead>
<tr>
<th></th>
<th>Renting COMPARED TO WHITES</th>
<th>Buying COMPARED TO WHITES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BLACKS: TOLD ABOUT 11.4%</td>
<td>BLACKS: TOLD ABOUT 12%</td>
</tr>
<tr>
<td></td>
<td>SHOWN 4.2% ... FEWER UNITS</td>
<td>SHOWN 2.5% ... FEWER HOMES</td>
</tr>
<tr>
<td></td>
<td>HISPANICS: TOLD ABOUT 12.5%</td>
<td>HISPANICS: TOLD ABOUT 15.5%</td>
</tr>
<tr>
<td></td>
<td>SHOWN 2.5% ... FEWER UNITS</td>
<td>SHOWN 18.5% ... FEWER HOMES</td>
</tr>
<tr>
<td></td>
<td>ASIANS: TOLD ABOUT 9.8%</td>
<td>ASIANS: TOLD ABOUT 15.5%</td>
</tr>
<tr>
<td></td>
<td>SHOWN 6.5% ... FEWER UNITS</td>
<td>SHOWN 18.5% ... FEWER HOMES</td>
</tr>
</tbody>
</table>

Differences favor neither whites nor Hispanics.

Employment

Cindy Smyth
10 Waterline Road  •  Toronto, Ontario, L5L 2V8
416.555.5505  •  csmyth@email.com

OBJECTIVE
An administrative assistant requiring strong organization and planning skills to provide exceptional support to a vice president in the financial industry.

SKILLS SUMMARY
• Six years experience as an office assistant supporting two senior managers in Finance and Marketing.
• Exceptional computer knowledge for analyzing reports in Excel and for building PowerPoint presentations.
• Experience with coordinating meetings within various financial departments.

SKILLS AND EXPERIENCE
ORGANIZATION AND PLANNING
• Planned and scheduled company-wide meetings for teams of senior managers.
• Coordinated time-sensitive seminars, presentations, and flights in a professional manner.
• Organized thousands of records and managed filing system containing confidential information.
Implicit Bias In Daily Life

Criminal Justice

Education

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Implicit Bias In Daily Life

Behavioral Health Care

Racial Discrimination and Mental Health

Nearly 17% of African Americans were uninsured in 2014 as compared to 11% for white Americans.

Only 53% of African Americans diagnosed with major depressive disorders received mental health care in 2011 as compared to 73% for white Americans.

In a study conducted by the American Psychological Association Center for Workforce Studies in 2015, researchers found that 83.6% of active psychologists were white Americans.
Implicit Bias In Daily Life
Behavioral Health Care

- How is implicit bias affecting the individuals you serve?
- How is your agency serving or not serving those who are different?
- Is anyone looking at potential policies, rules or procedures that may be keeping individuals out?
- What are the effects of prejudice or stereotypes in your agency?

HOW DO WE ELIMINATE IMPLICIT BIAS?
What Can We Do?

1. Improved decision-making
2. Counter-stereotypic imaging
3. Individuating
4. Perspective Taking
5. Intergroup Contact

What Can We Do?

• Mindset
• Debiasing
• Decoupling
What Can We Do?

Decoupling

Breaking the causal link between bias and behavior

Design new procedures and structures

What Else Can We Do?
IMPLICIT ASSOCIATION TEST (IAT)
A tool for measuring implicit bias

The Harvard Implicit Association Test for race reveals racial bias by measuring the amount of time it takes an individual to make an association between two concepts displayed as either words or images. So, for example, a person with implicit bias against African Americans might take longer to associate the word “good” with a Black face than with a White face.

IAT: https://implicit.harvard.edu/implicit/demo/ (c) 2020 Pierluigi Mancini PhD

Implicit Association Test

• I invite you to go to these links and take these free online tests on bias and prejudice. I promise you it will be of tremendous value to you as you continue to develop your cultural and linguistic competences.

  • https://implicit.harvard.edu/implicit/

  Another suggestion:

  • http://www.understandingprejudice.org/iat/
Hidden Bias Tests measure unconscious, or automatic, biases. Your willingness to examine your own possible biases is an important step in understanding the roots of stereotypes and prejudice in our society.

The ability to distinguish friend from foe helped early humans survive, and the ability to quickly and automatically categorize people is a fundamental quality of the human mind. Categories give order to life, and every day, we group other people into categories based on social and other characteristics.

This is the foundation of stereotypes, prejudice and, ultimately, discrimination.

Thank you for being here.

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INVITATION TO GROW
COUNTER-StereotypIC IMAGING

**Question:** If you could redesign your office, program or common space, what is one specific picture or image you would display to counter negative stereotypes about women, people of color and/or others who may feel negatively stereotyped or marginalized within the larger society?
Thank You

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