

**NAMI NJ 2020 VIRTUAL
MULTICULTURAL CONFERENCE**

Cultural Humility and Mental Health

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.

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IMPLICIT BIAS




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The Human Brain & Bias

- Brain cannot effectively process **11 million bits of information a second**
- Takes **mental short cuts**



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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

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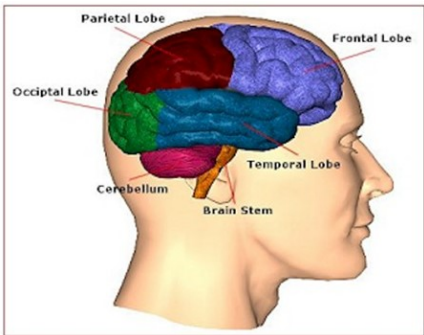
What Is Implicit Bias?



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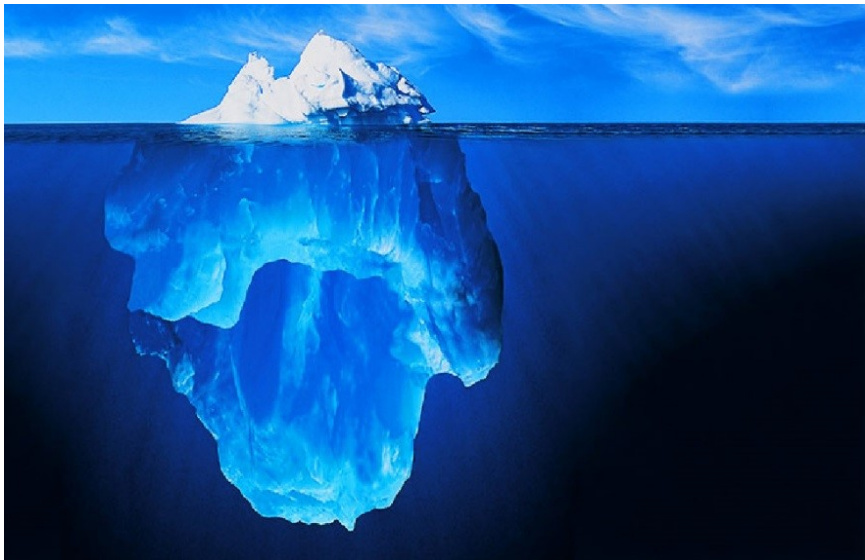


IMPLICIT RACIAL BIAS

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Implicit Racial Bias

- Bias
- Stereotype
- Attitude

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Implicit Racial Bias

- Hidden
- Less Egalitarian
- Self-reinforcing

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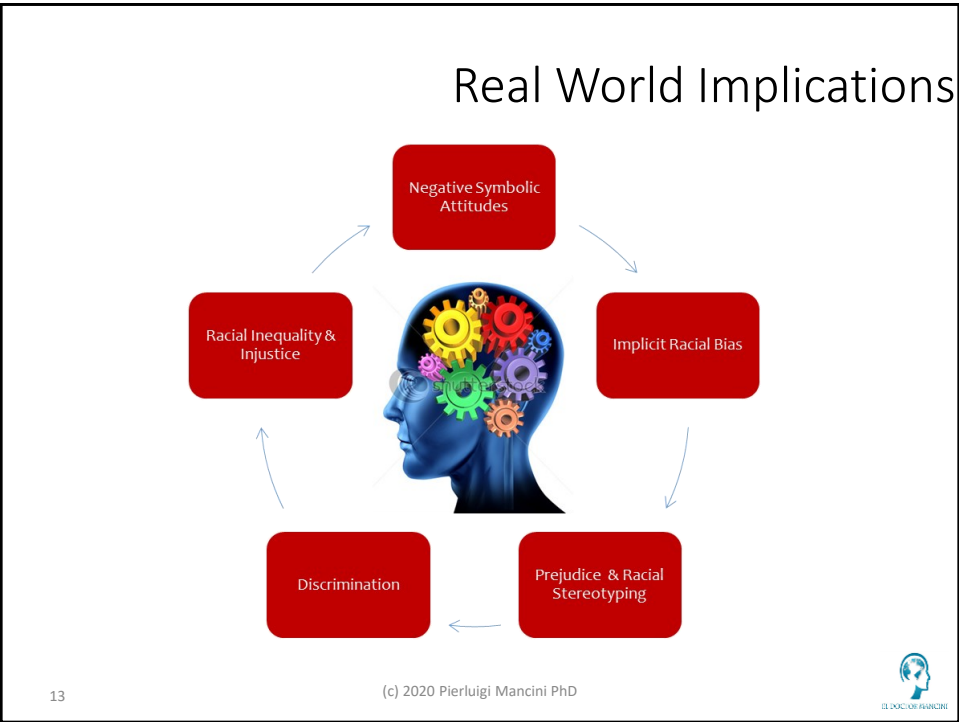
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Implicit Bias In Daily Life

Housing

NY Times- 1973- articles *-excerpt-*

Major Landlord Accused Of Antiblack Bias in City

The Department of Housing and Urban Development won them all. We charged discrimination against blacks in apartment rentals, and we proved in court that we did not discriminate." Mr. Trump and his father, the Trump Management Corporation, a major owner and manager of real estate here, stockholder and corporate board chairman, were also charged with discrimination, and we proved in court that we did not discriminate."


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

	Renting	COMPARED TO WHITES,	Buying	COMPARED TO WHITES,
BLACKS...				
TOLD ABOUT	11.4%		17%	
SHOWN	4.2%	... FEWER UNITS	17.7%	... FEWER HOMES
HISPANICS...				
TOLD ABOUT	12.5%			
SHOWN	7.5%	... FEWER UNITS		
ASIANS...				
TOLD ABOUT	9.8%		15.5%	
SHOWN	6.6%	... FEWER UNITS	18.8%	... FEWER HOMES

Differences favor neither whites nor Hispanics.

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Implicit Bias In Daily Life

Employment



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OBJECTIVE

An administrative assistant position 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.


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Implicit Bias In Daily Life
Criminal Justice



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Implicit Bias In Daily Life
Education



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Implicit Bias In Daily Life

Girls



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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 recieved 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.



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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?

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HOW DO WE ELIMINATE IMPLICIT BIAS?

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What Can We Do ?

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

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What Can We Do ?

- Mindset
- Debiasing
- Decoupling

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Decoupling

Design new procedures and structures

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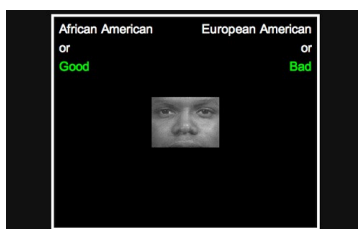
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IMPLICIT ASSOCIATION TEST (IAT)

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.



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IAT: <https://implicit.harvard.edu/implicit/demo/> Pierluigi Mancini PhD



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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/>

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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?



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