

Social & Cultural Implications Implicit Bias in Health Care

Christine Castille FNP-C, BC-ADM, CDCES



Implicit Bias

- Define Implicit Bias
- State Impact on healthcare outcomes
- Describe Examples
- State the initial steps in reducing implicit bias
- Build partnerships
 - Collogues
 - Community
 - Organization

References & Further Readings

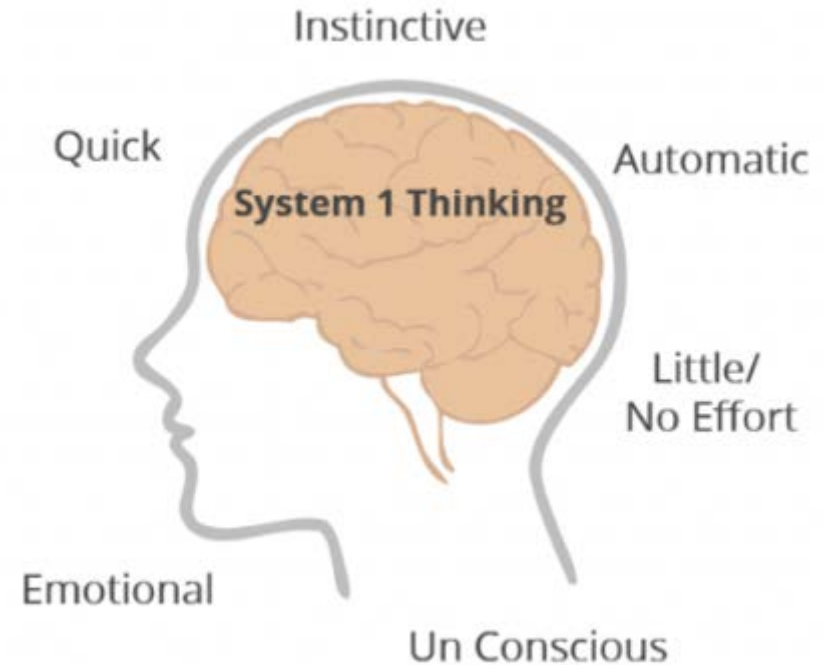
What is Implicit Bias?

- Attitudes or stereotypes that unconsciously affect our
 - understanding
 - actions
 - decisions
- Involuntarily - without awareness or intentional control.
- Types - Race, gender, skin tone, age, weight, religion, etc
- Can be learned as early as 3 years old.
- System 1 Type of thinking

Implicit Bias – System 1 Thinking

System 1 Thinking

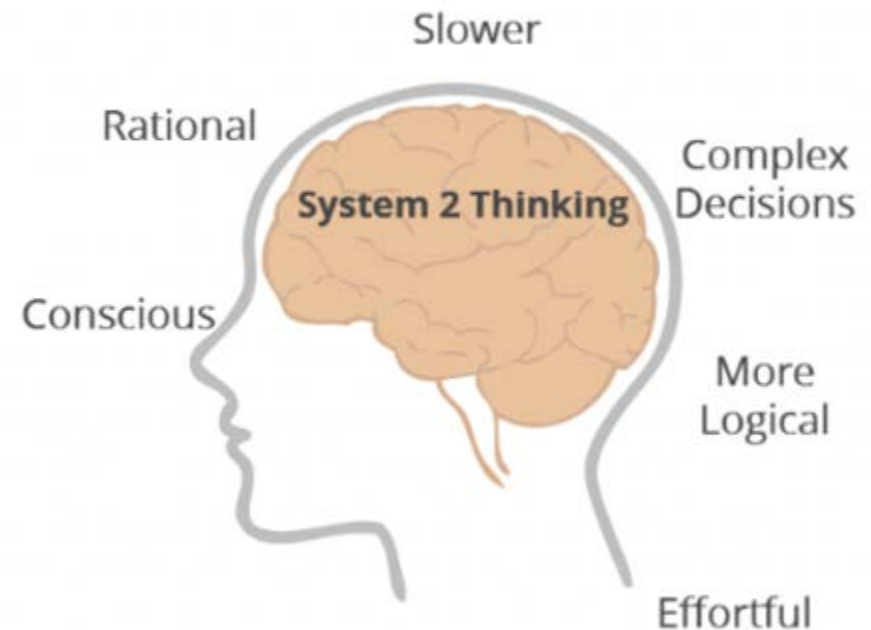
- The brain's fast, emotional, unconscious thinking mode. This type of thinking requires little effort, but it is often error prone.



Difference between System 1 and System 2

System 2 Thinking

- Is slow, logical, effortful, conscious thought, where reason dominates.



How does Implicit Bias impact on the office visit?

- Less “patient centered” dialog and communication
 - Clinician verbal dominance
- Narrowly biomedically focused visits
 - restricted patient input
 - psychosocial and lifestyle realm not discussed / no inquiry

How does Implicit Bias impact on the office visit?

- Racial bias predicted
 - Less speaking time
 - Less smiling
 - Fewer social comments
 - Less speech fluency
 - More speech errors

among participants interacting with Black (than White) experimenters.

Implicit Bias impact on healthcare outcomes

Examples:

- Women are three times less likely than men to receive knee arthroplasty when clinically appropriate.
 - Stereotypical reasons reported for this inequity and underuse problem
 - men were viewed as more inclined to participate in strenuous or rigorous activity.
- Obesity conference participants
 - Associated “obese” people with negative cultural stereotypes, such as “bad, stupid, lazy and worthless.”
- Non-white patients receive fewer cardiovascular interventions than white
- Non-white patients received few renal transplants than white.
- Females - received fewer cardiovascular interventions than males.

Causes of Implicit bias

- Tendency to seek out patterns, categories, and groups
- Cognitive shortcuts
 - Multiple and complex decision making
 - Strict time limits
 - High pressure environments.



Causes of Implicit bias

- Social and Cultural Influences
 - Childhood experiences
 - Living well with diabetes vs Quality of life decline with Diabetes Diagnosis
 - First time a child sees a dark skinned person or disabled person
 - TV and social media portrayal
 - Females – Nurses and Teachers
 - People of color - criminals

Initial step to reduce Implicit Bias

Being Self - Aware

- Implicit Association Test (IAT)
- Standard Measure of Implicit Bias
- Computer based, key-stroke, reaction time measure of different speeds that attributes negative or positive attributes to groups
- Link – <https://implicit.harvard.edu/implicit/takeatest.html>

Race IAT

Religion IAT

Skin-tone IAT

What is needed to reduce my Implicit Bias?

- ***Emotional regulation skills***
- ***Partnership-building skills***
- ***Training***
- ***Practice***

Being emotionally self aware
Mindfulness
Motivational Interviewing

How can my organization reduce implicit bias in healthcare?

- [Embrace diversity, equity, inclusion and belonging \(DEIB\)](#)
 - These work places have increased revenue, greater readiness for innovation and improved retention.
- [Think Cultural Health - The Office of Minority Health \(hhs.gov\)](#)
- Create and or join groups within your organization



References & Further Reading

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Thank You