Today’s Session

• Concepts and definitions: Implicit Bias
• Science behind Implicit Bias
• Implications and Application
• Mitigating Bias
• Q & A
Imagery Exercise Reflection

• What were your initial images?

• Did they differ from the descriptors provided?

• Did you learn something about yourself?
Schemas

• “Mental Maps”
• Based on life experiences
• Help us process information automatically
• Once mastered, just do it
• Incongruence can lead to automatic interference
• Red
• Orange
• Blue
• Green
• Orange
• Blue
• Red
• Green
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• Blue
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• Yellow
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• Red
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• Blue
• Orange
AAMC: Implicit Bias

• Hidden or unconscious.
• Researchers have found that most people have some form of hidden biases.
• Stems from our natural tendencies to make associations to organize our social worlds.
Implicit or Unconscious Bias

• Attitudes or stereotypes
  – affect understanding, actions and decisions in an unconscious way.
  – include favorable and unfavorable assessments.
  – reside deep in the subconscious.

• All susceptible to biases; not restricted to any one group.
Implicit or Unconscious Bias

• Implicit associations
  – harbor in our subconscious
  – cause us to have feelings and attitudes about other people
  – based on characteristics such as race, ethnicity, age, and appearance
Implicit or Unconscious Bias

• Where do these biases originate?
  – generally believed to develop over the course of a lifetime
  – begin at a very early age through exposure to direct and indirect messages
  – media and news programming also often-cited origins of implicit associations
Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythem)

Associated Press

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it
Making the Unconscious Conscious

• https://www.youtube.com/watch?v=NW5s_NI3JE
Origins

• Ideas/thoughts about certain groups of people that individuals form outside of their own conscious awareness.

• Activated involuntarily and without an awareness or intentional control.
Test Your Awareness

• https://www.youtube.com/watch?list=PLDD1D131D33052E18&v=Ahg6qcoay4-
Measuring Implicit Bias

- The Implicit Association Test (IAT)
  Greenwald, McGhee, & Schwartz (1998)
  - Measures strength of association between concepts
  - Based on premise that associated concepts will be easier to categorize together
Think-Pair-Share
Your IAT Results

• Initial reactions/thoughts re: your IAT results?
  – Expected?
  – Surprised?

• What insights did you learn from your results?

• How might the preferences you demonstrated affect your interactions with other people?
## IAT Findings

<table>
<thead>
<tr>
<th></th>
<th>Gender IAT</th>
<th>Gender-Science IAT</th>
<th>Race IAT</th>
<th>Disability IAT</th>
</tr>
</thead>
<tbody>
<tr>
<td>76%</td>
<td>70%</td>
<td>75%</td>
<td>76%</td>
<td></td>
</tr>
<tr>
<td>more readily associate</td>
<td>more readily associate</td>
<td>have an implicit preference for</td>
<td>have a preference for</td>
<td></td>
</tr>
<tr>
<td>“males” with “careers”</td>
<td>“male” with science and “female” with the arts</td>
<td>preference for white people over black people</td>
<td>able-bodied people</td>
<td></td>
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<tr>
<td>and “females” with “family”</td>
<td></td>
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</table>
Effects of Implicit Bias

- Criminal Justice
- Education
- Housing
- Hiring/Employment Processes
- Health Care/Medical Education
**Implications for Behavior**

- Implicit *gender biases* ...
  - Predict biased ratings of job candidates
    - Rudman & Glick (2001)
  - Might be manifested in letters of recommendation
    - Schmader et al. (2008), Trix & Psenka (2003)
    - Men are more often described with superlatives & as having ability
    - Women are more often described as working hard
  - Can contribute to women’s weaker association with math
    - Even among math & science majors
      Nosek et al. (2002)
Research Examples

• U.S. orchestras revealed women’s odds of making it past the first round of auditions increased 50% with blind auditions

• Study of identical resumes – one with a man’s name and one with a woman’s name – found that 79% of applicants with a man’s name vs. only 49% of those with a woman’s name were ‘worthy of hire’.
Research Examples

• Women in the sciences who were viewed and/or described as “feminine” were deemed to be less competent.

• Vanderbilt University Study of 400 participants:
  – image of a man, more likely to pair that picture with words like “president” and “executive.”
  – Image of a female, chose words like “assistant” and “aide.”
Research Examples

- MIT Researchers created resumes
  - sent to employers in Chicago and Boston metro areas
  - half with prototypical European sounding names (Brendon, Greg, Emily, Ann)
    - for every 10 resumes sent, received one call back
  - half had prototypical African American sounding names (Tamika, Aisha, Rasheed or Tyrone)
    - required 50% more resumes (15) to get one call back
- identical resumes, same education and work experience
- only difference – the names
Research Examples

• Rice University researcher Mikki Hebl found that people were less positive about interview candidates who were perceived to be overweight.

• Two University of Chicago researchers found that people are less likely to believe factual information when it is delivered by someone whose accent is different than the dominant accent.
Implicit Bias and Health Care

• In what ways could implicit bias manifest in health care?
Potential Implications/Impact

- How clear are you about the factors that influence your choices?
- What are the implications for the workplace?
- When you look at a resume, what are the things that may be impacting the way you evaluate it?
- What factors influence you when you evaluate talent?
- Does the accent of a co-worker or health care provider impact your assessment of them?
- Are you aware of factors/influences?
Implicit Bias and Health Care

- Hiring Decisions
- Patient Care
Mitigating Bias

• Brainstorm
  – What can health care providers do to limit negative impact of bias and stereotyping on patient care?

• Write at least one thing you will do differently in your care of patients based on what you’ve learned in this session.
Mitigating Bias

• Be motivated to control bias

• Be aware of the potential for bias

• Take the time to consider individual characteristics and avoid stereotyped evaluations
Take-Away Points

• Implicit bias is distinct from conscious motivation.

• We all have these biases due to cultural exposure.

• They can affect behavior unless we override them.

• By reflecting on our unconscious preferences we can make deliberate efforts to resist their affects on our behavior and choices.

• They can be changed with education and exposure.
When we surround ourselves with people from different racial/ethnic backgrounds, genders, sexual orientations, religions, etc. Inevitably we learn more about different cultures and how harmful stereotypes and micro-aggressions affect them.

Valuing the contributions of all of our colleagues only stands to improve our performance and make us more successful.
Recall and Reflect

• Consider 3 recent choices that you have made that involve people (who to invite to lunch, who to communicate with, who to invite to a brainstorming meeting).

• Who did you include or not include?

• What were your automatic assumptions about the people you included or didn’t include?

• Are there any broad patterns that you see in regards to similarities among your preferences?
Final Word: Evolution to Making the Unconscious Conscious

• https://www.youtube.com/watch?v=cpGfyp6MxkM -
References/Resources

• Funchess, Melanie (2014). Implicit Bias – how it affects us and how we push through. TED Talk: https://www.youtube.com/watch?v=Fr8G7MtRNlk
• Project Implicit (Implicit Association Test): https://implicit.harvard.edu/implicit/takeatest.html
• Turnbull, Helen (2013). Inclusion, Exclusion, Illusion and Collusion. TED Talk: https://www.youtube.com/watch?v=zdV8OpXhl2g
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