

Unmasking Bias:

Understanding and Overcoming Hidden Barriers

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Ice Breaker





Objectives:

- 1. Define DBW terminology with a focus on Implicit Bias:** Identify what implicit bias is, how it forms, and its impact on decision-making and interpersonal interactions.
- 2. Recognize Hidden Barriers:** Explore real-world examples of implicit bias in various contexts, such as workplace, healthcare, and education, to understand its role in perpetuating inequities.
- 3. Develop Strategies to Overcome Bias:** Learn practical tools and techniques to recognize, challenge, and mitigate implicit biases to foster more equitable and inclusive environments.



Cultural Competence

- Enables effective work in cross-cultural situations.
- Cultural beliefs, behaviors, and needs presented by [participants] in their communities

It is important that policies, practices, and behaviors foster a **safe, culturally competent, diverse** and **equitable** community guided by the mission.

Acknowledge cultural differences

Understand your own culture

Engage in self-assessment

Acquire cultural knowledge and skills

View behavior within a cultural context

Najma's Story





Actual Spanos Family

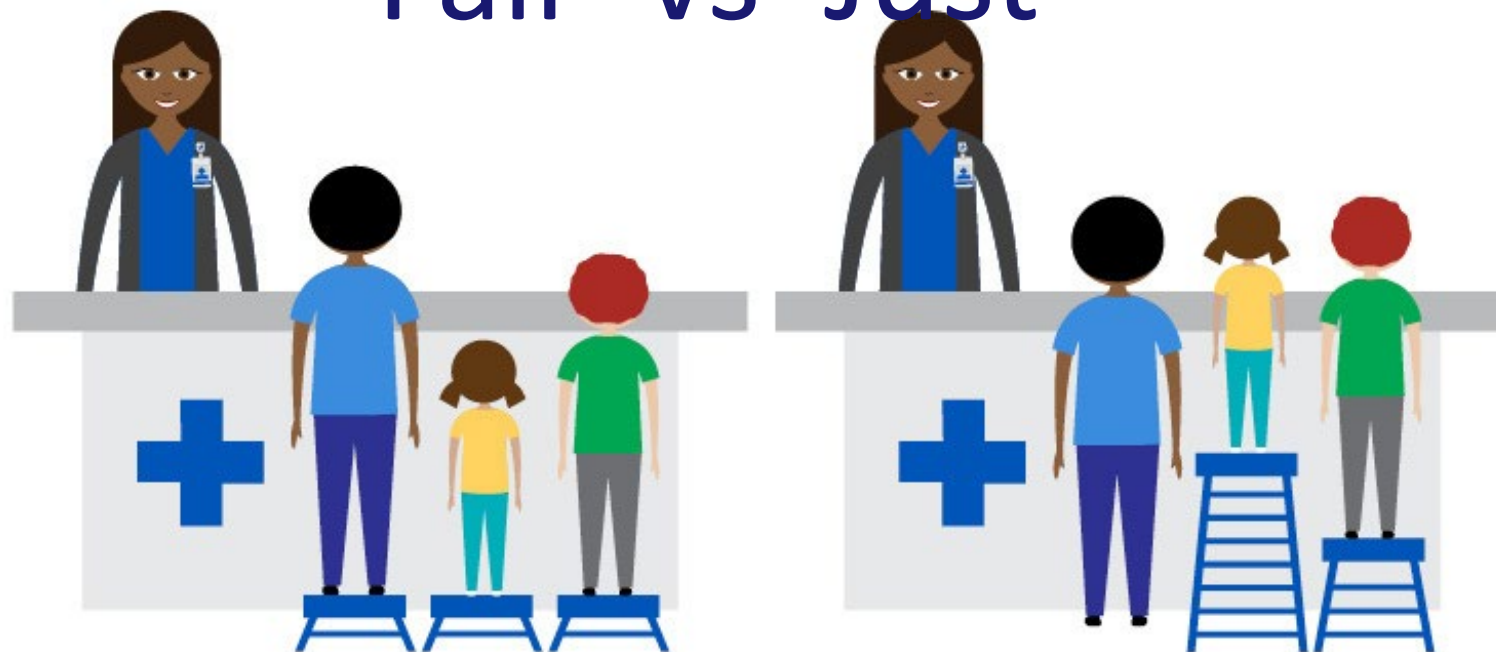


DBW

Glossary of Terms and Phrases

1. **Social Determinants of Health**- regarded by the CDC as “the nonmedical factors that influence health outcomes.”
2. **Structural Determinants of Health**-include the governing process, economic and social policies that affect pay, working conditions, housing, and education.
3. **Diversity**-Having people from a range of different social and ethnic backgrounds
4. **Equity**-Justice/fairness according to natural law or right.
5. **Inclusion**- Being included, having a voice, an opportunity, provided equitable resources, in a larger group or structure
6. **Implicit Bias**-The unconscious favoritism toward or prejudice against people of a particular ethnicity, gender, or social group that influences one's actions or perceptions.
7. **Explicit Bias**- CONCIOUS, and leads to unfair behavior
8. **Cultural Competence**-Ability or capacity to interact effectively and appropriately with people of other cultures
9. **Microaggression**- An indirect, subtle, or unintentional discrimination against members of a marginalized group

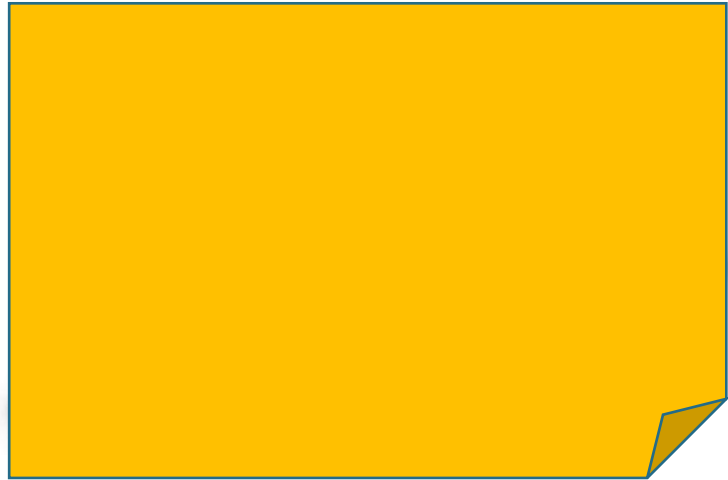
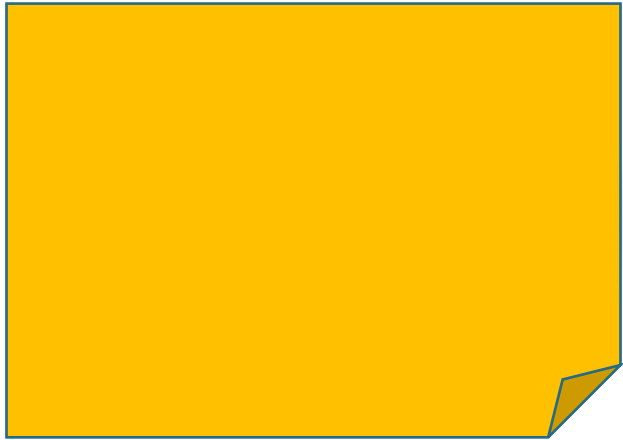
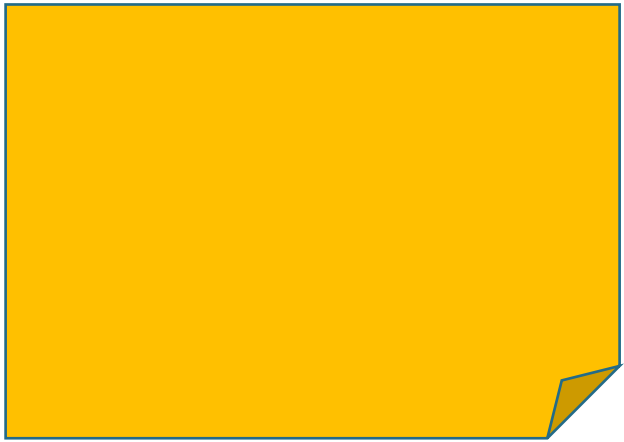
Fair vs Just



Equality/Equity

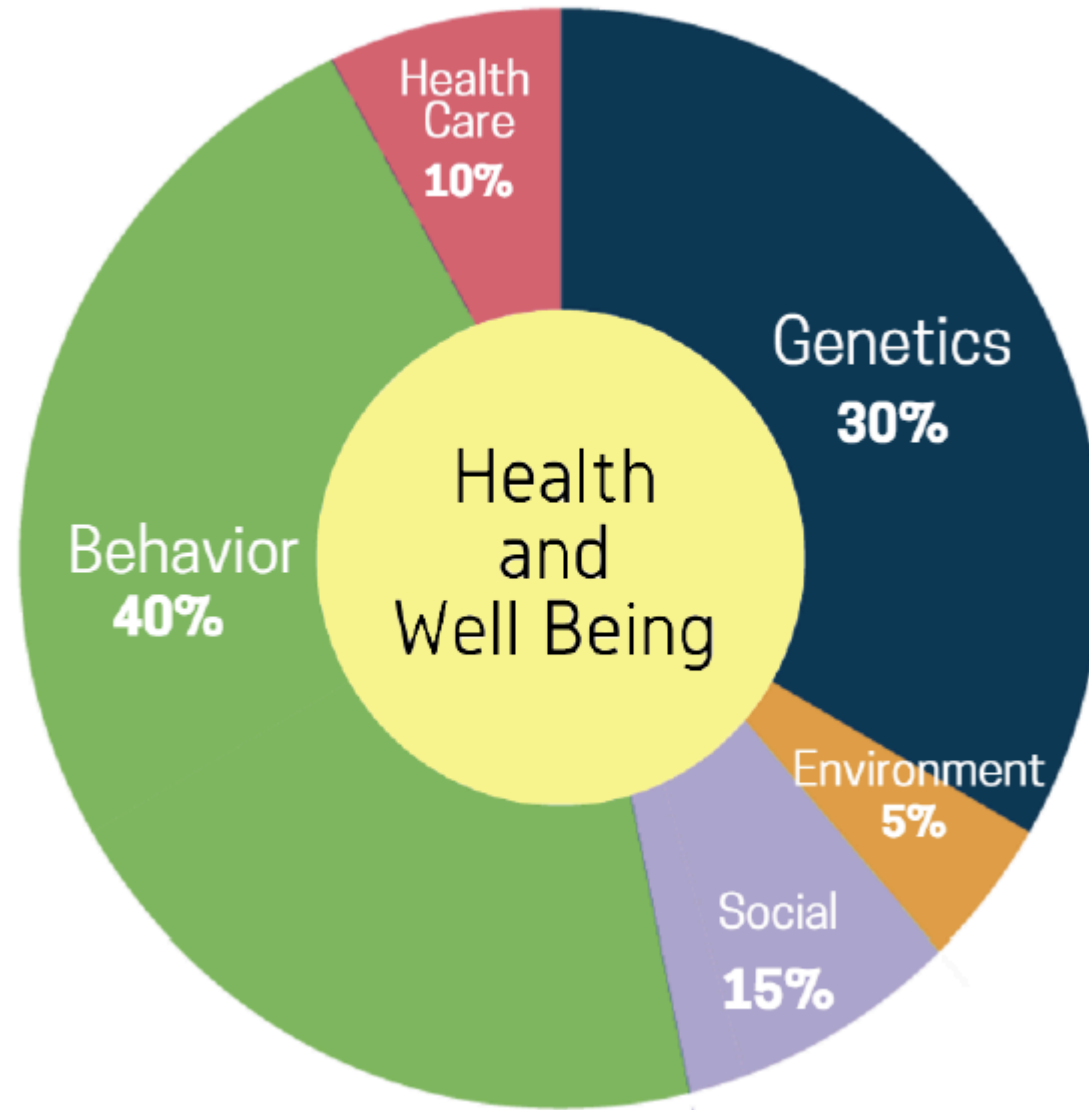
The Real Race...



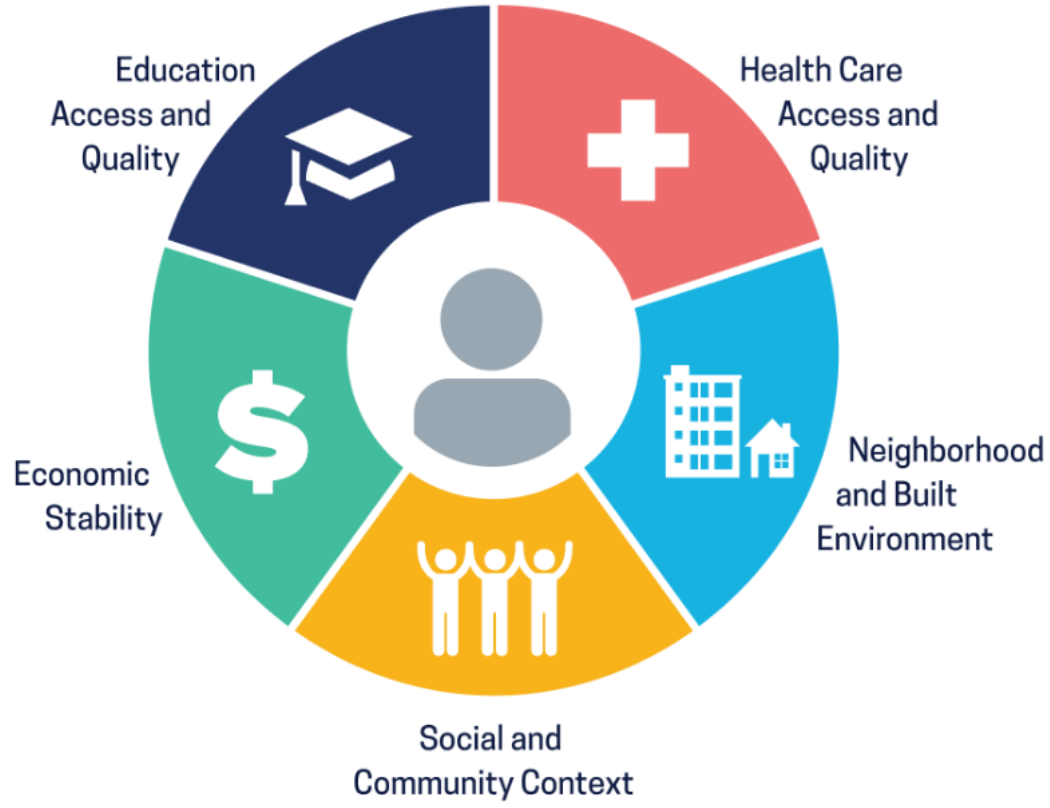


SDOH (Social Determinants of Health)





Social Determinants of Health





Structural
Determinants
of Health





Why are people micro-aggressive?

- Racist
- Sexist
- Prejudice
- Implicit Biases?

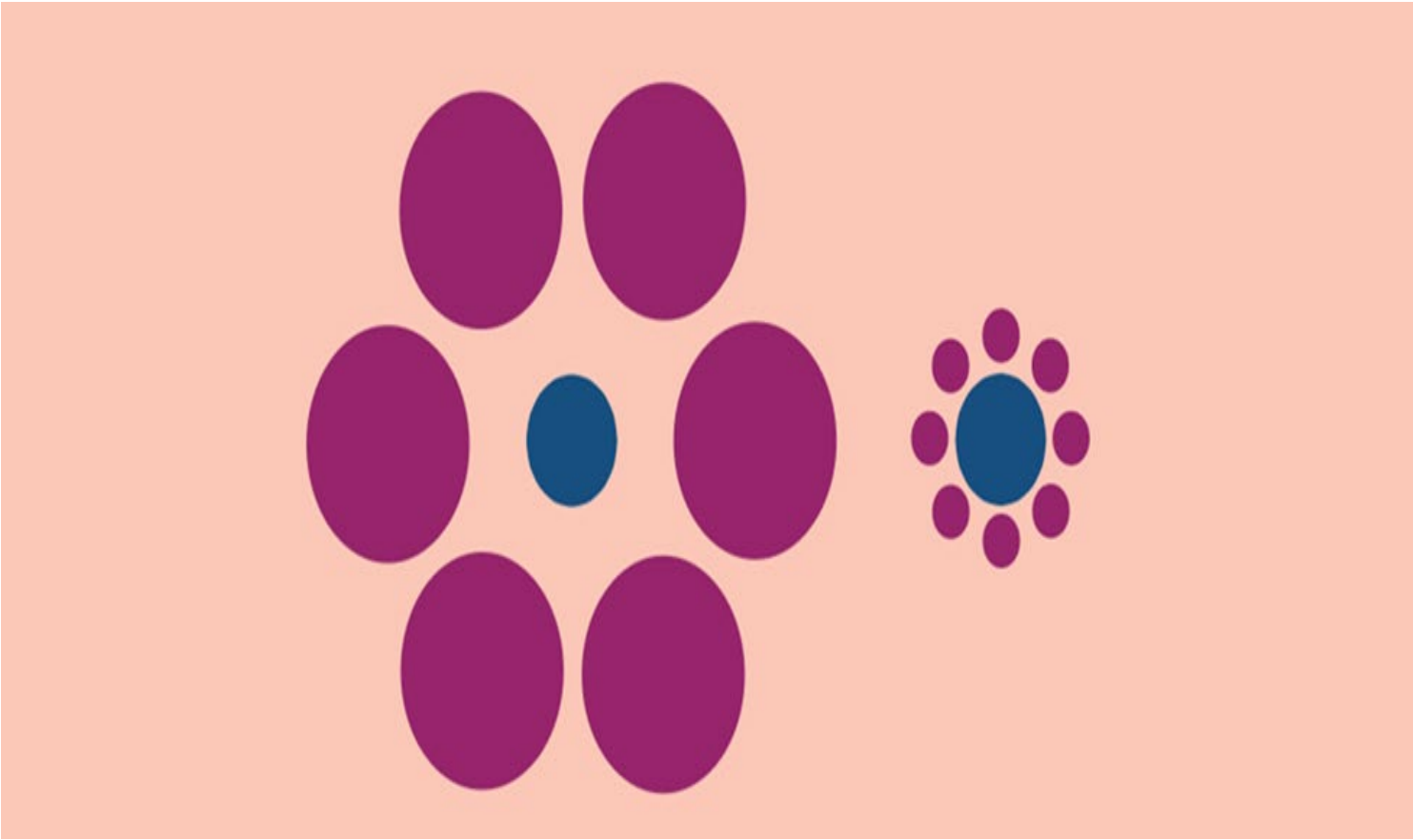


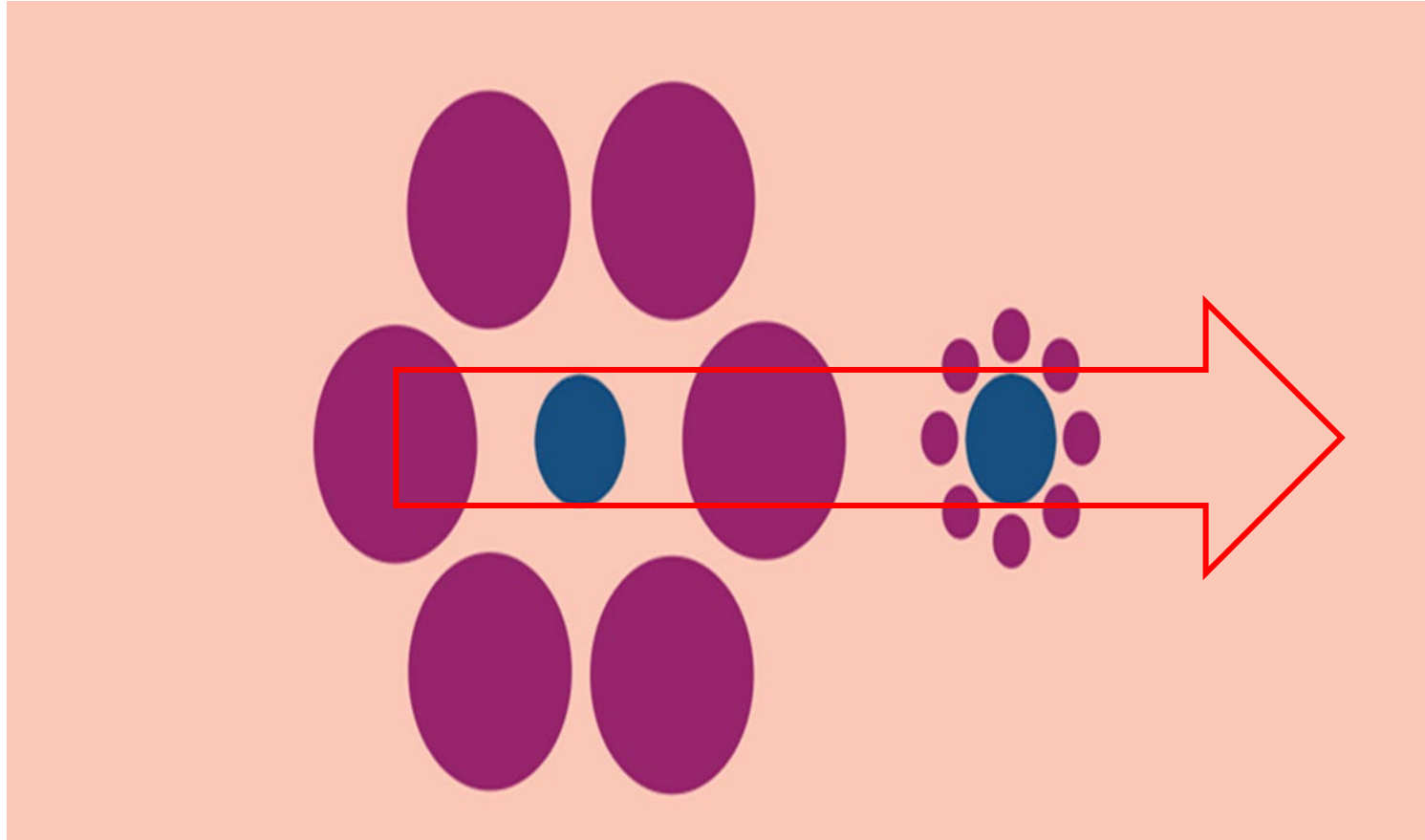
Types of Bias:

- Accent Bias
- Affinity/Beauty Bias
- Color Bias (Colorblindness?)
- Halo and Horn Effect



Perspectives





What part of the brain is working here??

You see a woman outside of a swanky, modern looking building wearing fancy designer shoes, designer clothing, and clutching a designer bag talking on her cell phone.

Months later, you pass by a similar building with this contemporary architecture, and you think, “This building must be full of busy, fancy women wearing designer clothing.”

Is it the amygdala, prefrontal cortex, or hippocampus?



The Hippocampus!

- Learning and Memory
- Stereotype



The Accident





Warning: After Prolonged Exposure to Biases...

- PTSD
- Anxiety
- OCD







Mindful Healing





Conclusion and Roadmap of Future

A. The Path Forward

B. Resources for Further Learning

C. Q & A