

IMPLICIT BIAS IN HEALTHCARE

Bias = Thoughts or feelings which are not neutral and demonstrate a preference or hate toward an individual or group.

WHAT IS IMPLICIT BIAS?

- When our biases affect our understanding, interactions, and decisions **without us knowing.**
- When biases occur outside of our control.

WHERE DOES IMPLICIT BIAS COME FROM?

Implicit bias comes from the messages, attitudes, and stereotypes we pick up from the world we live in. They are influenced by our background, personal experiences, and cultural context.



WHAT CREATES HEALTH DISPARITIES?



Racism & discrimination



Poverty



Availability of resources



Education and job inequalities



Access to healthcare



Social support

HOW DO WE BECOME AWARE OF WHAT WE'RE NOT AWARE OF?

1. Take an Implicit Association Test (IAT).
2. Suspect that people have implicit bias. Awareness is one step closer to behavior change.
3. Use knowledge of people's attitudes or known stereotypes as the basis for guessing where they might have implicit bias.
4. Ask yourself these questions to increase awareness:
 - Who am I more/less likely to relate to?
 - How do I feel about this person? Why might I feel this way? Would I do the same thing if I felt the opposite way? How can I make sure my emotions aren't contributing in a harmful way?



HELPFUL RESOURCES

- Ohio State University: <https://womensplace.osu.edu/resources/implicit-bias-resources>
- The Women's Fund: <https://womensfundcentralohio.org/gender-by-us/>
- Ohio Perinatal Quality Collaborative: <https://www.opqc.net/health-equity>



For more information, please visit:

<https://ohioaap.org/education-cme-moc-ii/preventive-health-program/>