



Welcome

- GOALS for the Workshop
 - Improve equity-based communication and cultural humility as measured by a checklist
 - Identify factors that may contribute to your own implicit bias
 - Report how implicit bias can negatively impact teamwork and communication
 - Describe ways to mitigate the impact of bias to support team security and empowerment

2

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Let's begin!

This is a supportive and judgement-free zone

Simulation gives space for self-reflection and guided practice

In this session...

 IAT DEBRIEF

 VIDEO

 REFLECTIONS ON THE VIDEO

IAT - Debrief

What were your initial reactions to your IAT results?* → How do you think your personal experiences shaped your biases (Consciously and unconsciously)?*

How do you think IAT results will affect your future actions and decisions?* → How can you relate this to your role as a research team member?

* Source: <http://kirwaninstitute.osu.edu/implicitbias/training/resources/iat-results.pdf>

What is Implicit (Unconscious) Bias?

- **Unconscious perception** that influences understanding, actions and decisions
- **Activated involuntarily** beyond awareness or intentional control
- **Favorable or unfavorable evaluations** toward groups of people
- **Normal human processes** that occur on an unconscious level



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Let's watch a video



Let's talk about the video...

 What are your general observations about this presentation?

 How did Dr. Loke make you feel?

 What feedback would you offer?

 What might increase teamwork and participant recruitment?
