

STRIDE
Strengthening Translational Research In Diverse Enrollment

Session 2: Understanding Implicit Bias

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What are Cultural Competence and Cultural Humility?

<p>Cultural Competence</p> <p>Knowledge:</p> <ul style="list-style-type: none"> Organizational systems Cultural resources to facilitate care Understanding local demographics 	<p>Cultural Humility</p> <p>Awareness:</p> <ul style="list-style-type: none"> of personal bias <p>Behaviors:</p> <ul style="list-style-type: none"> Listen rather than assume Identify what is beneath the surface 	<p>Goal:</p> <ul style="list-style-type: none"> Discover what the patient, family, community brings to the encounter Understand and pay attention to what the patient, family, community take away from interactions
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Four Components for Cultural Competence and Humility

AASK

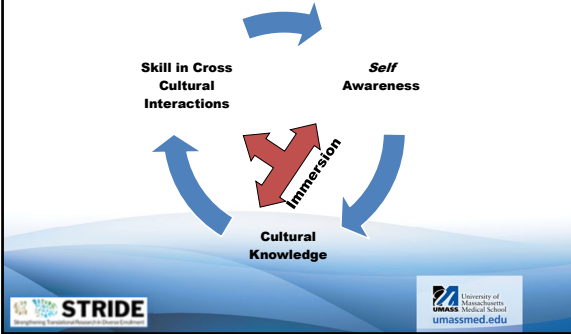
- Awareness of one's own cultural worldview
- Attitude towards cultural differences
- Skills to navigate successfully an increasingly diverse world
- Knowledge base of different cultural practices and worldviews

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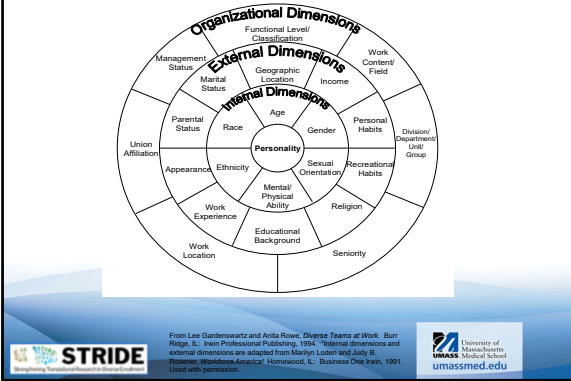
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Model of Cultural Competency & Humility



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Understanding Our Social Group Identities



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Multiple Intersecting Identities



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Paradox of Diversity

- ✓ We are unique and like no one else
- ✓ We are each like some other people and unlike other people
- ✓ We are each like all other people




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Your Brain on Diversity

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Fight or Flight Response:


Heart rate and blood pressure increase. Large muscles prepare for quick action.



Thalamus
"Air Traffic Controller" Translates signal into brain language

Visual Cortex
Analyzes and interprets brain language

Amygdala
"Emotional Center"



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CHALLENGES VS. THREATS

Physiological Responses:
more blood sent to muscles and brain
enhancing physical and cognitive
performance
Energizing!



Challenge

Physiological Responses:
Blood flow restriction, cortisol
release, digestion halt
Diminishing!



Threat



Physiology ©: The University of Illinois at Chicago, Illinois; The Journal of Neuroscience and Practice Psychology Research Institute, 2007, 2008.



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WORK WE HAVE TO DO

ENGAGE OUR BRAIN TO:

YES

Reason
Make Distinctions
Act egalitarian
Challenge

NO

Reactive
Not Quick
Generalizations
Stereotypes/Unconscious Bias
Threat/Fear




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Understanding Invisible Privilege in the Dominant Culture in Doing Our Work as RAs

DIVERSITY PETAL








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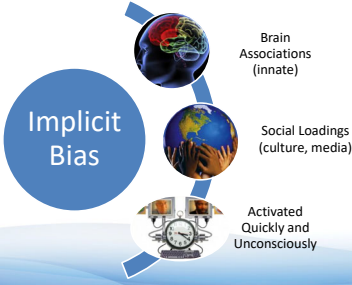

What is Implicit (Unconscious) Bias?

- **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

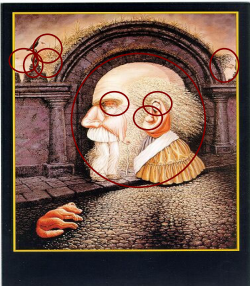

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HOW DO WE DEVELOP IMPLICIT BIAS?


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Moving from Certainty to Curiosity






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Implicit Association Test

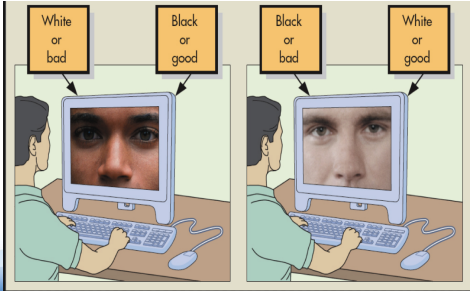



<https://implicit.harvard.edu/implicit/demo/selectatest.html>

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Implicit Association Test (IAT)







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Implicit Association Test (IAT)


- The IAT was introduced in the scientific literature in 1998 by Anthony Greenwald, Debbie McGhee, and Jordan Schwartz.
- A measure tool within social psychology designed to detect the strength of a person's automatic association between mental representations lodged in memory.
- Has demonstrated good predictive validity for behaviors that are not under full conscious control.
- Has demonstrated reliability and validity in over 200 published studies
- Used in nearly 40,000 studies
- Over 13 million people taken the online test
- Assesses implicit bias across a number of diversity dimensions, including race, gender, weight, sexuality, and religion


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From Unconscious Bias to Unconscious Awareness




Unconscious Bias → Conscious Deflection → Conscious Awareness → Unconscious Awareness



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Implicit Association Test Questions for Reflection

1. What are your initial reactions to your IAT results?
2. Are you surprised by your results? If so, in what ways?
3. What are you open to learning as a result of your results?
4. What do you think you may do differently as a result of this new level of bias awareness?
5. How can you support yourself to deal with these new insights?
6. How can you relate this to your role as an RA?



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Thank You!





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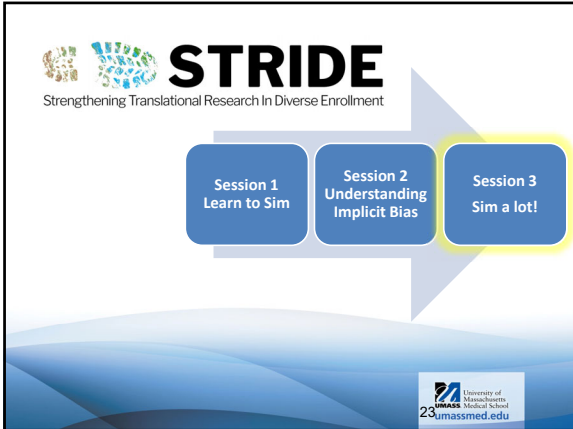
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Coming Soon: "Sim-formed" Consent



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