



PATHWAY TO
PERSON-
CENTERED
HEALTHCARE
ENCOUNTERS

REDUCING BIAS AND DISPARITIES
IN HEALTHCARE

SELF-REFLECTIVE JOURNAL

Session One: The Language of Bias

In the presentation we discussed the difference between explicit and implicit bias. Acknowledging our bias is a key step to reducing their impact upon us and our interactions with each other.

Uncovering bias is not easy, it requires we become uncomfortable with our realizations and then take action to reduce their impact. Discovering unconscious bias is not easy, however there are resources available to assist us in uncovering our bias. In the next few weeks take one of the following online unconscious bias tools and respond to the questions below.

<https://implicit.harvard.edu/implicit/selectatest.html> (13 choices)

1. How do you respond to your results, what emotions do you feel?
2. Were you aware of this potential bias or were the results a surprise?
3. How will you use this information in you work life, personal life, and in general?

According to Harvard University, there are five strategies to overcome implicit bias. Of these five strategies, what will you do to implement each of them? For example, for exploring new perspectives a response may be that you will seek out conversations with people that have different viewpoints from yours.

1. Recognize stereotypical thinking.
2. Substitute assumptions and biases.
3. Get to know and understand individuals.
4. Explore new perspectives.
5. Be open to increasing opportunity for positive contact.

As we discussed in the session one' zip code can play a large part in, among other things, life expectancy. Google search the life expectancy in your zip code and at least two of the adjacent zip code communities.

1. What did you learn about the zip codes?
2. Anything surprise you or trouble you?
3. What social determinants of health impact your community and the adjacent communities?
4. What action will you or can you take with this new knowledge?