



May 2022:

Structural & Systemic Biases



In partnership with

Chartis Just Health Collective



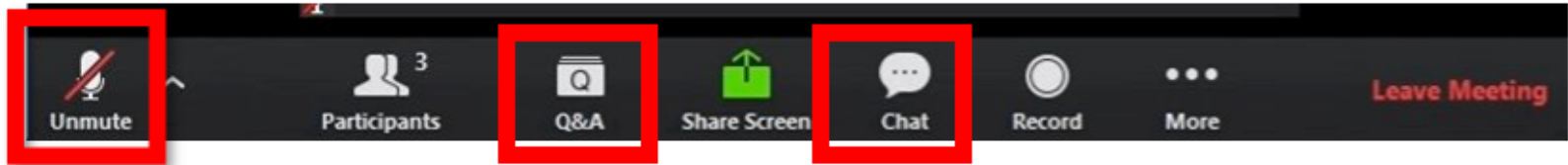
TheNationalCouncil.org

NATIONAL COUNCIL
for Mental Wellbeing

To make mental **wellbeing**, including recovery from substance use challenges, a reality for everyone.

NATIONAL
COUNCIL
for Mental
Wellbeing

How to Ask a Question



All functions are located at the bottom of your screen

- Ask questions by using the Q&A function
- Use the chat for discussion & interactive activities

Frequently Asked Questions

- **All Learning Series events are recorded and will be made available to view on demand, along with a copy of these slides, on our SJLA webpage** within 48 hours following the event's conclusion.
- **The SJLA Workbook is not required to participate in the Learning Series**, however if you are interested in purchasing a copy it is available on our SJLA website.
- The SJLA Learning Series **is not CEU accredited**.
- **There will not be a certificate of completion for attending the SJLA Learning Series.** However, if you would like proof of attendance for your employer, please email SJLA@thenationalcouncil.org and we would be happy to provide you with an email verification.

Today's agenda

<u>Agenda item</u>	<u>Duration</u>
1. Welcome and overview	5 minutes
2. Unconscious bias	30 minutes
3. Break	5 minutes
4. Connecting systems to bias	25 minutes
5. Actions you can take	15 minutes
6. Q&A	10 minutes

Dr. Portia Newman



Dr. Portia Newman is a life-long learner with 10+ years of cross-sector experience in learning, leadership development, curriculum design and program management. Dr. Portia's background compliments her data-informed approach to building sustainable programs, policies and in advancing diversity, equity, inclusion and belonging objectives.

Dr. Portia serves as a strategic program partner for thought leadership and learning by facilitating equity focused initiatives critical to scale and advance organizational efforts. *In service and for impact, Dr. Portia believes in the possibilities of this work and in the responsibility, we have as leaders to facilitate change within ourselves and our professional spaces.*

Dr. Portia earned her BA in Education from the University of North Carolina at Chapel Hill, before earning her MEd in Instructional Leadership and Education Policy from the University of Illinois at Chicago. She earned her PhD in Educational Leadership, Policy and Justice from Virginia Commonwealth University, with thesis honors.

Today's learning objectives

1. Understand how unconscious bias works cognitively and within systems
2. Recognize some of your own hidden preferences, assumptions and biases
3. Awareness of the effects of prejudice and stereotyping other people may have on patient interactions
4. Learn how to think more critically and consciously to mitigate bias

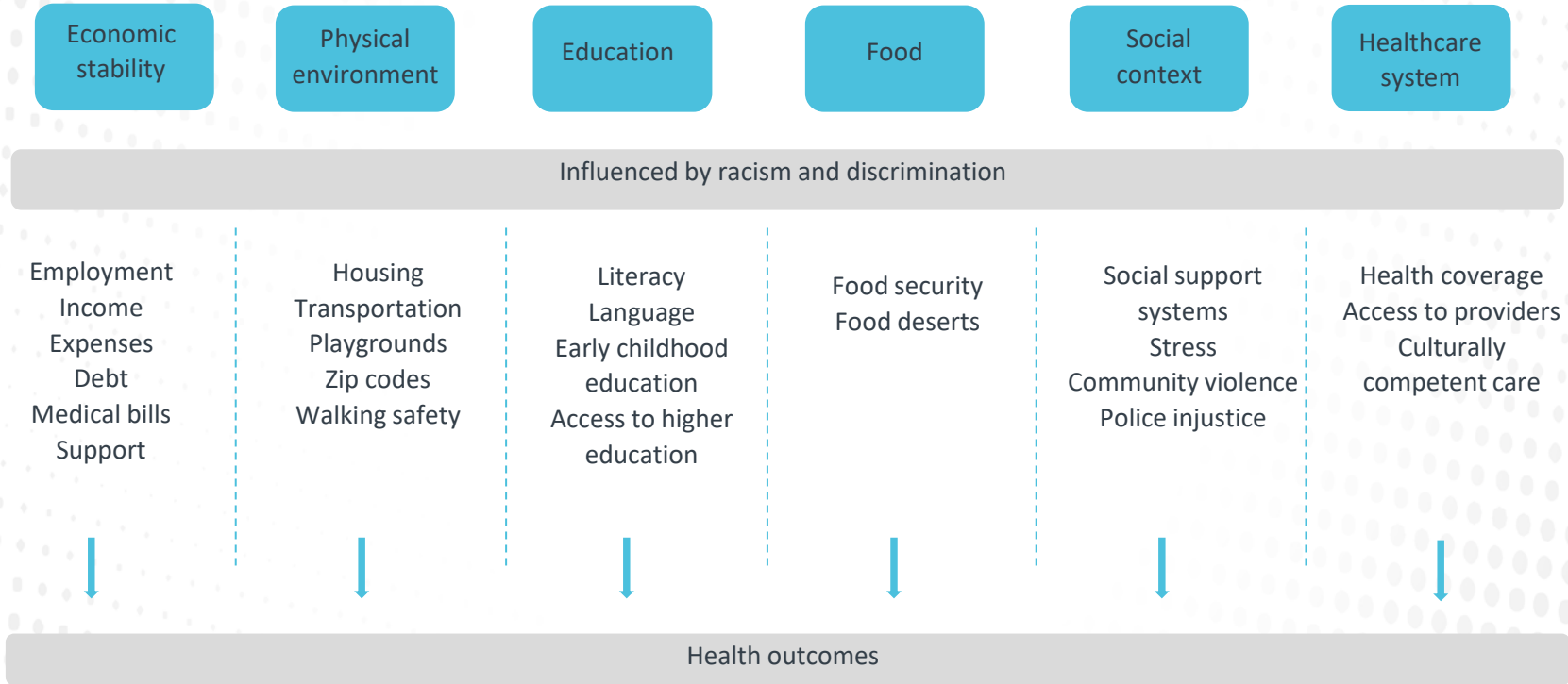
Considerations/norms for engagement

1. Be present, be open, be honest
2. Remove one distraction
3. Participate in the interactive portions
4. Make note of any questions, ideas or insights
5. Lean-in to discomfort, with the spirit of inquiry

Unconscious

bias

Social and economic inequities drive health outcomes



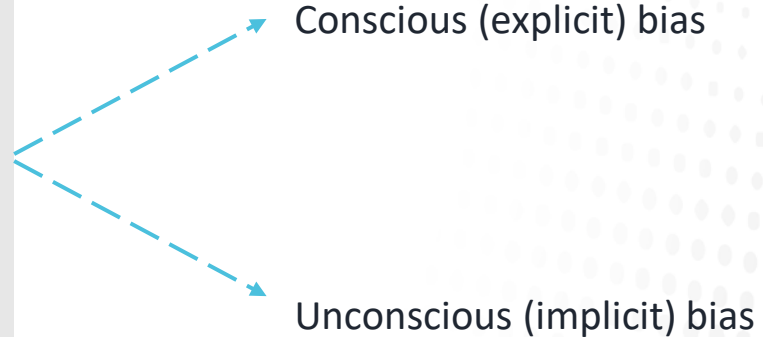
What is unconscious bias?



Bias



- Affinity for or against something, someone, or some group compared with another
- Can have both positive & negative impacts
- Often seen as unfair





UNCONSCIOUS BIAS

Implicit bias is **unconscious** social stereotypes that operate outside of our own conscious awareness. No one is immune to bias.



RACISM

Racism is **conscious** prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership of a particular racial or ethnic group and societal power dynamics

7/11

The 11 decisions
people make in
the first 7 seconds
of meeting you

1. Age
2. Gender
3. Ethnicity
4. Race
5. Ability
6. Sexual Orientation
7. Socio Economic Status
8. Marital Status
9. Friendliness
10. Trustworthiness
11. Religion

Overview of unconscious bias



Reflection



- Who are your people?

The SEEDS[®] model of bias

Unpacking the different types of biases helps mitigate against them



Similarity: "People like me are better than others."



Expedience: "If it feels right, it must be true."



Experience: "My perceptions are accurate."

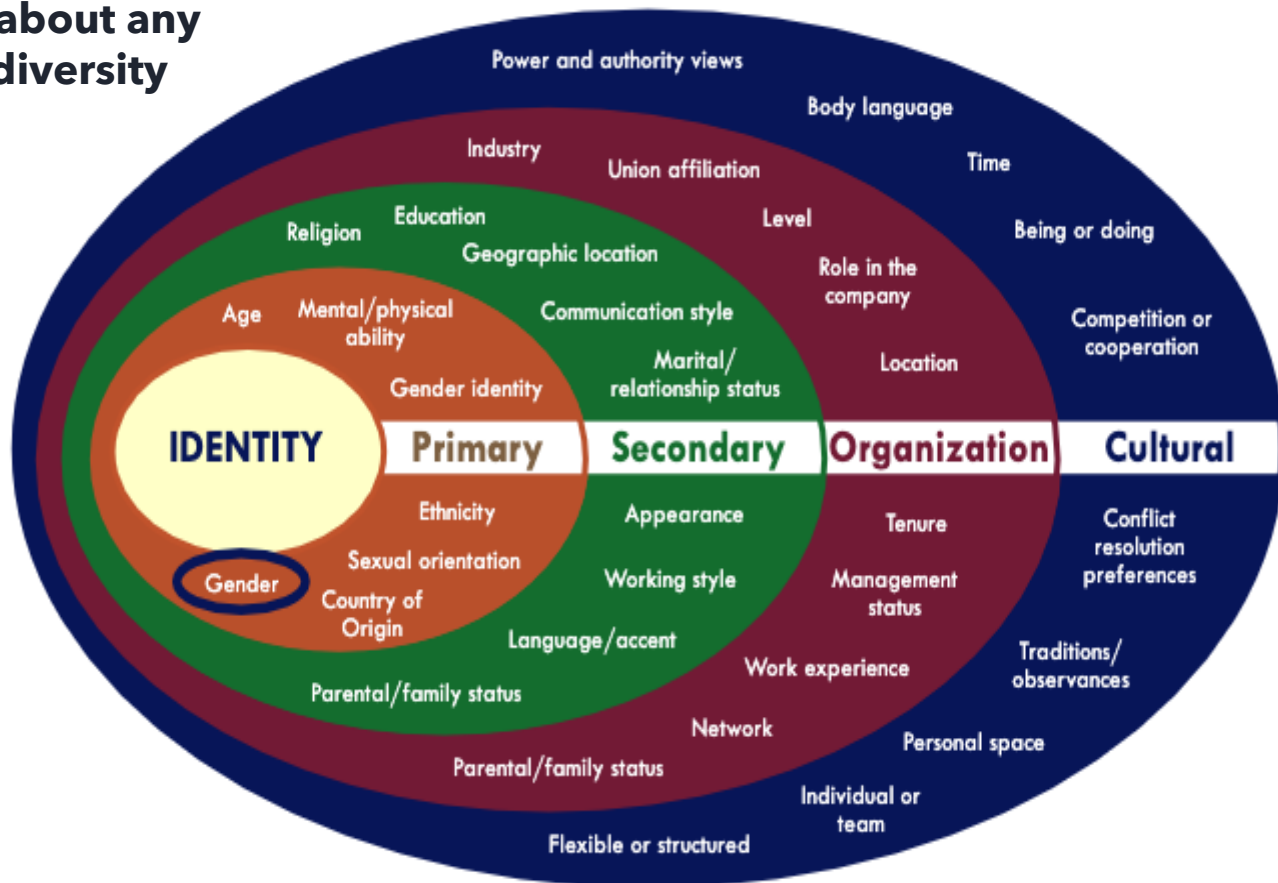


Distance: "Closer is better than distant."



Safety: "Bad is stronger than good."

Bias can form about any dimension of diversity



Response to bias



Take a **BREAK.**



Connecting systems to

bias

Unconscious bias in healthcare



Compensation



Medical Education



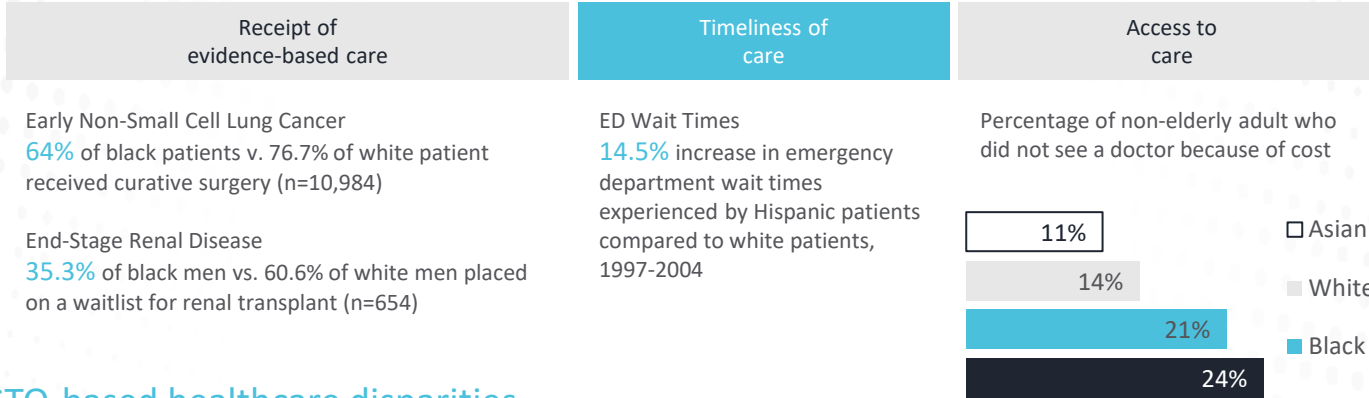
Clinical Care

Unconscious bias in healthcare

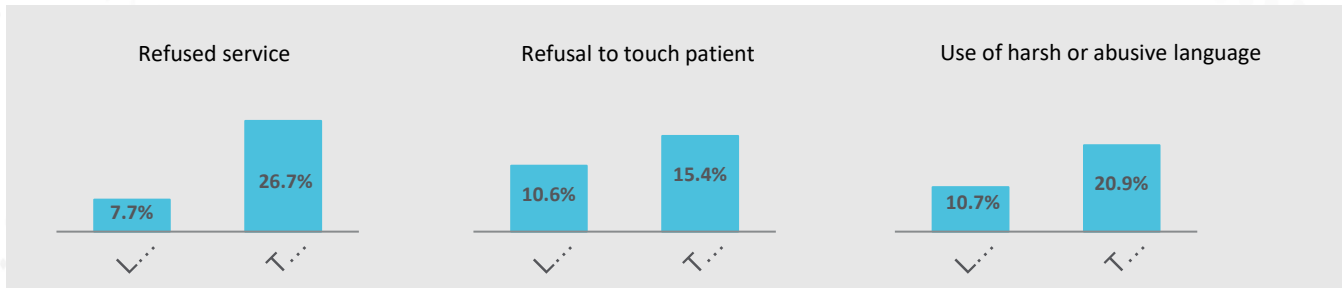


Disparities in the US health system well documented

Race-based healthcare disparities

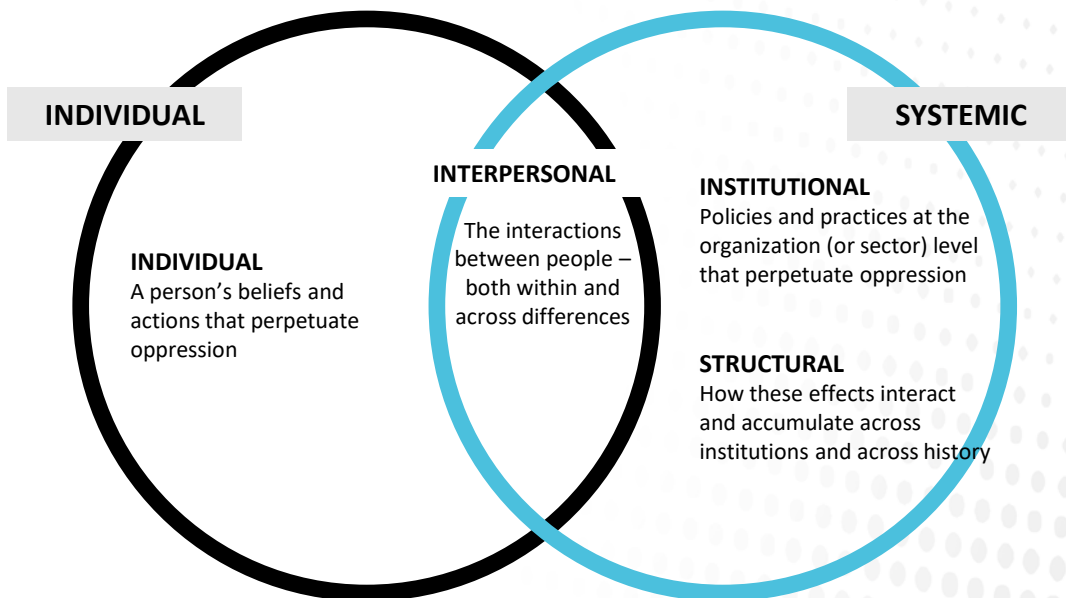


LBGTQ-based healthcare disparities

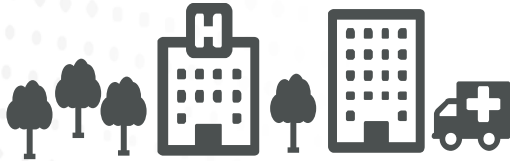


Lens of systemic oppression

Systemic racism is a **root cause** inequity



Healthcare equity v health equity



Healthcare equity

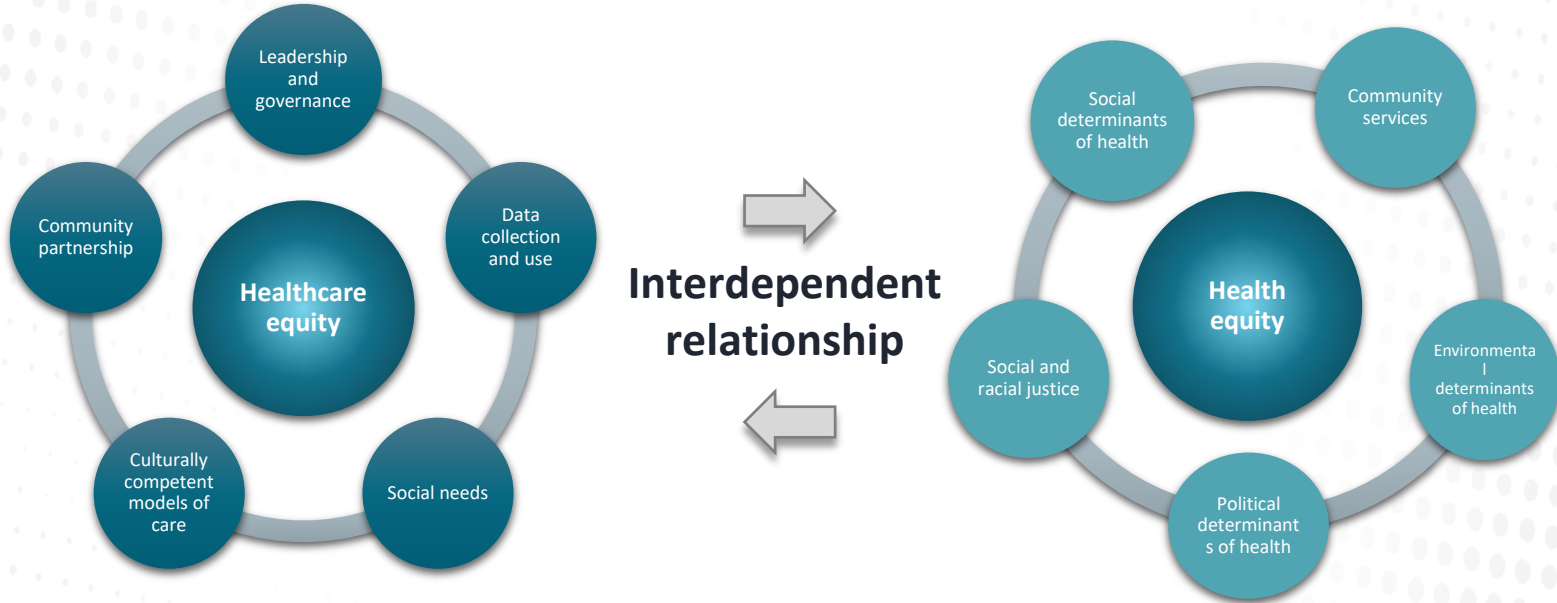
Differences in insurance status, access and the administration of healthcare services



Health equity

Means everyone has the opportunity to attain their highest level of health

Connecting systems and bias



Actions you can

take

Building self-awareness of unconscious bias

- According to the Project Implicit® researchers, "People don't always say what's on their minds"¹ because:
 - They are unwilling (due to embarrassment/shame)
 - They are unable (they do not keep track)
- Harvard created the Implicit Association Test (IAT) to measure the "attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about."²
- The IAT is a well-validated tool used to measure implicit attitudes/associations

Be aware of the micro-messages you send

Microaggressions

Checking emails or texting during a face-to-face conversation

Making eye contact only with males while talking to a group containing both males and females

Confusing a person of a certain ethnicity with another person of the same ethnicity

Consistently mispronouncing a person's name

Interrupting a person mid-sentence

Rolling your eyes

Commenting on the articulateness of a person

Microaffirmations



Verbal

Ask for clarification

Monitor personal greetings

Ask questions



Non – Verbal

Monitor facial expressions

Respond constructively to differences

Draw in participation



Actions

Actively listen

Connect on a personal level

Solicit opinions

Starting with you

Your role in addressing unconscious bias

Individual
Changes



Increase your self-awareness



Understand bias & its impact



Pause and think about delivery



Education & trainings

Organization
Changes



Evaluate hiring practices



Adjust compensation and performance assessments



Implement regular and anonymous surveys



Provide training and facilitated discussions

Questions to consider

- How does your organization recognize an inconvenient and egregious truth about the history of racism in the communities you serve?
- How do you acknowledge the injustice in order to move past it?
- How do you create a meaningful path to reconciliation and restorative justice?



Q&A

Social Justice Leadership Academy Learning Series: Upcoming Events

Learning Series Event 3: *Structural & Systemic Inequities in Mental Wellbeing* – June 27th, 2022, 1:30 – 3 p.m. EST

Register Here: [https://thenationalcouncil-
org.zoom.us/webinar/register/WN_vi6IQzVTTMyfmw5UPEU1Gw](https://thenationalcouncil.org.zoom.us/webinar/register/WN_vi6IQzVTTMyfmw5UPEU1Gw)



*Registration information will be emailed to all attendees from today's event and will be posted on our SJLA 'Events' Webpage:

<https://www.thenationalcouncil.org/program/the-social-justice-leadership-academy/events/>

Evaluation

- Please provide your feedback on this SJLA Learning Series webinar event at the link below.
- Scan the QR code or type the URL into your browser.



<https://redcap.link/192ji822>

THANK YOU



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