

“I Can’t Believe I Just Did/Said That!” Unearthing Unconscious Bias

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Keene State College Wisdom to make a difference

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Agenda

- Reflection
- Context
- Overview of Bias
- Impact of implicit bias
- How do we address implicit bias to reduce harm?

Reflection

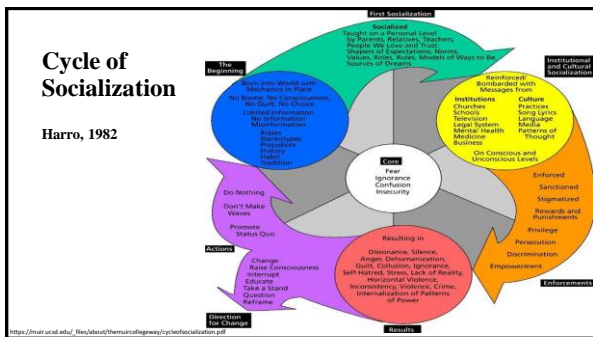
What brought you to the field of nursing?

What things do you do to stay in touch with your “calling” to enter the field?

How might you use what we discuss today to help fulfill your goal to provide quality care and enhance the healing process for all?

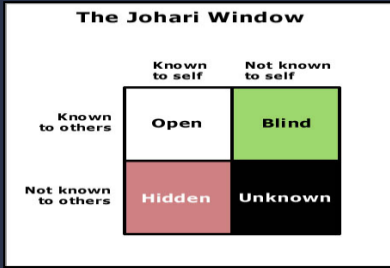






How much does the person making judgment "know" about their values, beliefs, perspectives and role of power?

Area of free activity behaviors and motivations known to self and others
Blind/Unknown area things others see in us, but of which we are unaware
The hidden area things we know, but do not reveal to others
Area of unknown activity neither yourself nor others are aware of these things



Worldview

"The belief that one's own view of reality is the most dangerous of all delusions." (Watzlawick, 1977, p. 45)

Worldview "... cognitive templates that people use to organize information about themselves, other people and institutions." (Helms, 1990, p. 6)

"Worldview constitutes our psychological orientation in life and can determine how we think, behave, make decisions and define events. People from different cultures may see or experience the same thing but interpret it in drastically different ways." (Mio, Baker & Rodriguez, 2015, p. 7)

"Worldviews are the reservoirs for our attitudes, values, opinions and concepts: they influence how we think, make decisions, behave and define events." (Sue, & Sue, 2003, p. 39)

What is influencing how you see the world and how the world sees you?

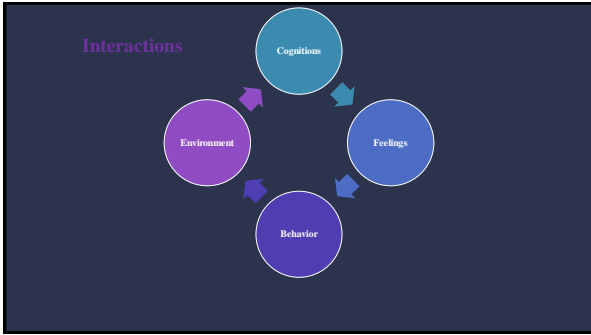
Legacies + Layers = Lens

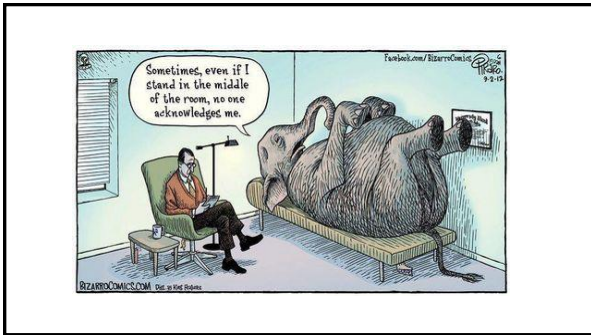
--Legacies - historical events so powerful their ripple effects continue to have an impact today

--Layers - all of the obvious and not so obvious individual characteristics that make you distinctively who you are

Williams, M.A. (2001).







BIAS

- Prejudice in favor of or against one thing, person, or group **compared** with another, usually in a way considered to be unfair
- Bias is disproportionate weight in favor of or against an idea or thing
- May develop biases for or against an individual, a group, or a belief.
- Types of bias – implicit or explicit

Bias

Implicit bias is the unspoken internal reaction and belief that we all have to individuals who belong to diverse racial, cultural, linguistic, gender, and other identities, and the unconscious attribution of either positive, but more often negative qualities to those individuals. These attributions can turn into action and behavior that is unconscious.

Explicit bias refers to the prejudicial attitudes or beliefs that are conscious, you are aware of, and your behavior or actions reflect these beliefs.

Social bias

Individual bias – person to person

Institutional bias – policies, procedures, laws, informal practices – at times hard to detect

Cultural bias – aspects of both individual and institutional – often difficult to detect – Fueled by ethnocentrism – “one’s cultural heritage is superior to that of other groups is normalized as part of a society’s institutions and practices.” (Jones, Dovidio & Vietze, 2014, p. 44).

Types of Implicit Bias Sportsman, 2019

Types	Examples
Affinity Bias	Positive bias toward people who are like us in some way
Confirmation Bias	Finding information that meets our beliefs and ignoring that which supports an opposing belief
Halo Effect	When we like a characteristic of someone, we assume that every attribute of this person is positive
Perception Bias	The perception that Nurses "eat their young"
Bandwagon Bias	My friends don't like someone (or a group) so I won't either.

Narayan
https://www.nursingcenter.com/ce_articleprint?an=0000446-201907000-00027

• Implicit biases among health care providers are associated with:

- * inadequate patient assessments
- * inappropriate diagnoses and treatment decisions
- * less time involved in patient care
- * patient discharges with insufficient follow-up

If I don't know I hold the bias and impact is negative then...

Behavior toward another person and impact

- obvious to others, but not to self
- may be "intentional" or "unintentional"
- some degree of awareness or none impact
- impact might not be clear to self and/or the other person at the time of interaction – neither person is aware
- keep in mind power and influence

Remember, harm can be done even when "unintentional" – outcome of one's behavior is key





Unconscious nature, at times, of bias

- Can be complicated
- May seem “minor”/harmless acts to you - remember impact of ongoing exposure
 - Derald Wing Sue - similar to carbon monoxide - “invisible, but potentially lethal” - continuous exposure to these type of interactions “can be a sort of death by a thousand cuts to the victim”
 - Racial Battle Fatigue - William A. Smith
 - Weathering - Arline Geronimus
- Need to consciously work on “unearthing” beliefs, thoughts, attitudes, assumptions
- NOTE: Once you start to discover, things surface – resistance (denial) - Freud

Lens, Windows and You

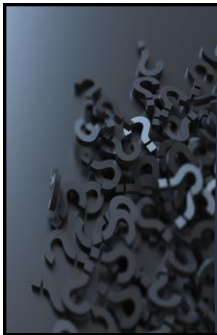
- Given the definition of “lens” what are some of the legacies and layers having an impact on what you see in the world and what you don’t see in the world?
- What are some ways you have unearthed some things about yourself and within your environment in the past to make the unknown about the known?
- What are some legacies present within your community, New Hampshire, United States and globally you think we need to name in order to make the invisible or unknown to most, visible and known to more people? How might naming those legacies decrease the potential negative consequences?

Unearthing unconscious bias

- Since unconscious, have to work to make conscious – spend time reflecting on your cognitions and potential impact
- Listen to the voices of those who are affected by your behavior – note how you respond to others who have different experiences
- Learn about others, via asking questions and re-educating yourself also share with others your journey– develop an understanding of the impact of the social, political, historical, economic context on different people depending on identities they hold

Suggestions from Winters (2019)

1 Identify implicit bias	2 Make a connection	3 Identify your areas of privilege and use to create equity	4 Practice cultural humility	5 Remember why you became a nurse!!!
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**Questions, Reflections,
Final thoughts, Reactions**

Food for thought

Your fear of being perceived as being a racist, sexist, classist, heterosexist, ageist, etc., can sometimes lead to behaviors that might reflect to someone observing that you “are”.

How do we take a moment to reflect on feedback before defending?

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