

# Implicit Bias, Well-Being and Diversity

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# How does implicit bias influence behaviour?



Automatic

Unrecognized

Despite Best Intentions

# How does implicit bias influence well-being?



*"I felt like a visitor landing in an alien country. I have spent my years since Princeton, while at law school, and in my various professional jobs, not feeling completely a part of the worlds I inhabit." – Justice Sotomayor*

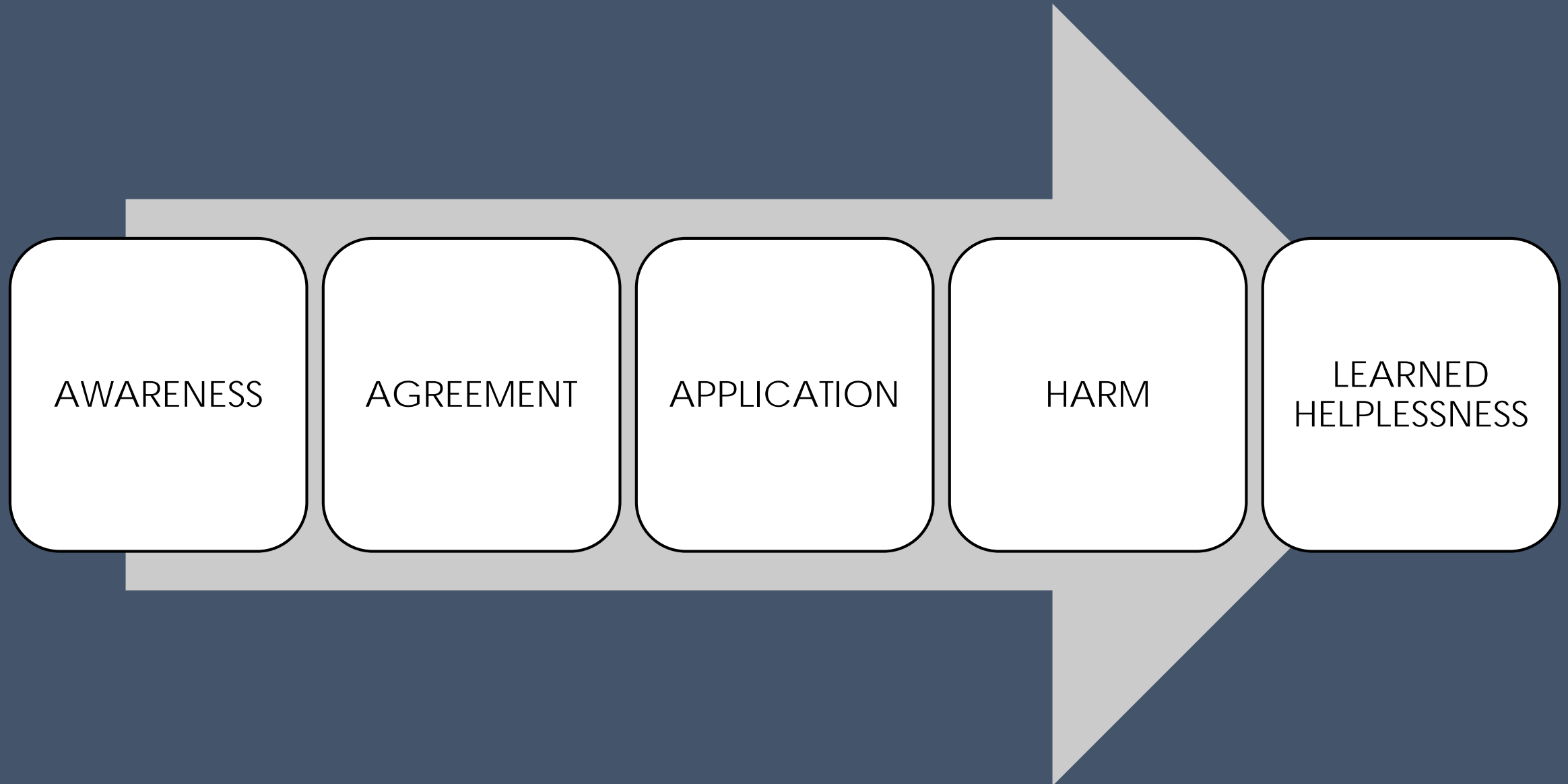
How does implicit bias influence help seeking?



**STIGMA.**

*"Shame corrodes the very part of us that believes we are capable of change." – Brene Brown*

# Stages of Self-Stigma (Corrigan & Rao, 2013)





**Dr Javeed Sukhera**

@javeedsukhera



Why do we talk about “wellness” without having uncomfortable conversations about “mental health?” [#AAMCCFAS](#)

11:37 AM - 21 Apr 2018



**Shannon McNamara, MD**

@ShannonOMac

Following



Stigma. Shame. Belief that mental illness makes us unfit as physicians. Regulatory implications from licensing boards. Avoidance of discomfort. Pervasive malignant perfectionism & persistent physician God complex. [@javeedsukhera](#)

**Dr Javeed Sukhera** [@javeedsukhera](#)

Why do we talk about “wellness” without having uncomfortable conversations about “mental health?” #AAMCCFAS

1:20 PM - 21 Apr 2018

# Us v them



Image credit:  
Marion Fayolle,  
New York Times



## A Framework for Integrating Implicit Bias Recognition Into Health Professions Education

Javeed Sukhera, MD, DABPN, FRCPC, and Chris Watling, MD, PhD, FRCPC

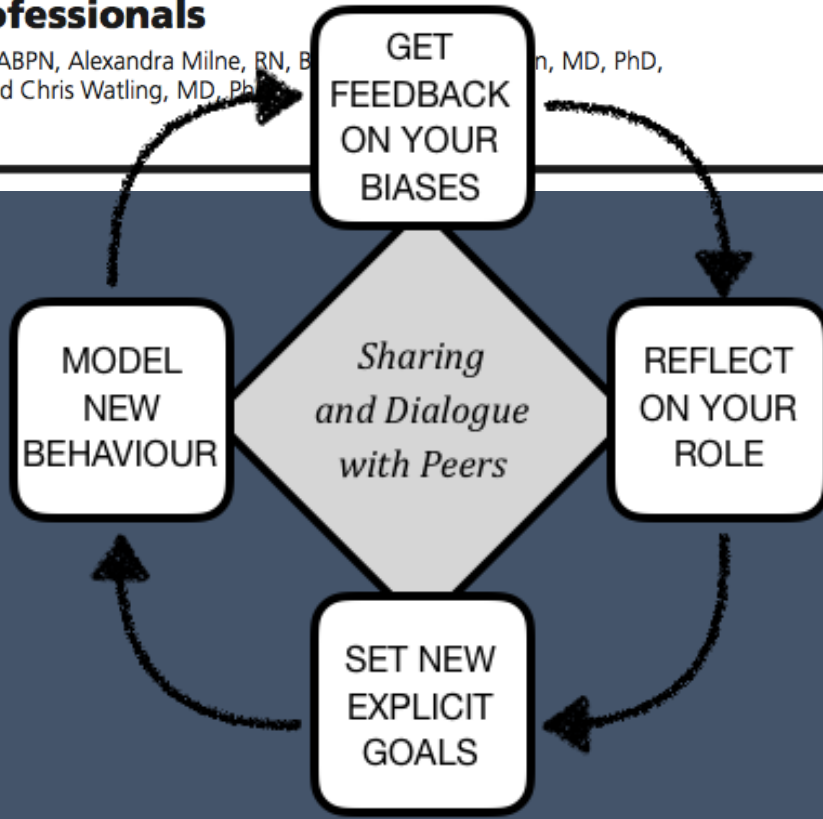
ORIGINAL ARTICLE

## Labelling of mental illness in a paediatric emergency department and its implications for stigma reduction education

Javeed Sukhera<sup>1</sup> · Kristina Miller<sup>2</sup> · Alexandra Milne<sup>3</sup> · Christina Scerbo<sup>3</sup> · Rodrick Lim<sup>4</sup> · Alicia Cooper<sup>3</sup> · Chris Watling<sup>2</sup>

## The Actual Versus Idealized Self: Exploring Responses to Feedback About Implicit Bias in Health Professionals

Javeed Sukhera, MD, DABPN, Alexandra Milne, RN, BSc, PhD, Lorelei Lingard, PhD, and Chris Watling, MD, PhD



Adv in Health Sci Educ  
<https://doi.org/10.1007/s10459-018-9816-3>

## Adaptive reinventing: implicit bias and the co-construction of social change

Javeed Sukhera<sup>1</sup> · Alexandra Milne<sup>2</sup> · Pim W. Teunissen<sup>3</sup> · Lorelei Lingard<sup>1</sup> · Chris Watling<sup>1</sup>

# IDEALIZED SELF

PROFESSIONAL  
IDENTITY

*"I can not have  
bias at work"*

*"professionals can  
not have bias"*

*"we all have bias"*

PERSONAL IDENTITY

*"of course I have bias  
outside work"*

# ACTUAL SELF

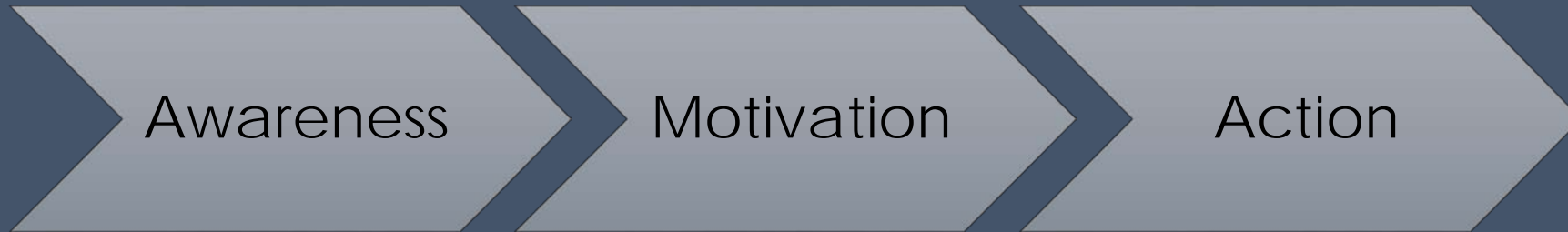
ACCEPTING  
ACTUAL

STRIVING  
FOR  
IDEAL



# Addressing Bias

*INDIVIDUAL*



*ORGANIZATIONAL*



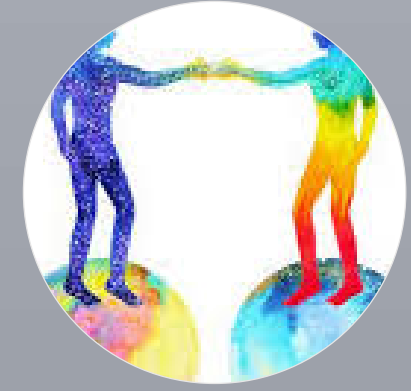
## CHALLENGING NORMS

- stereotype modification
- counterstereotypic imaging



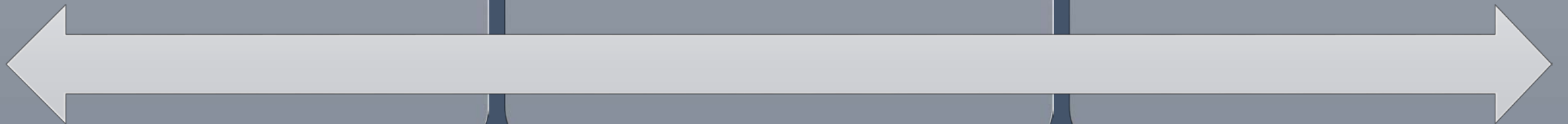
## CULTIVATING COMPASSION

- mindful practice
- individuation



## ENHANCING EMPATHY

- practicing perspective taking
- seeking social contact



*COURAGE*

*COMPASSION*

*CONNECTION*