Implicit Bias, Well-Being and Diversity

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How does implicit bias influence behaviour?
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?

“Shame corrodes the very part of us that believes we are capable of change.” – Brene Brown
Stages of Self-Stigma (Corrigan & Rao, 2013)

- Awareness
- Agreement
- Application
- Harm
- Learned Helplessness
Why do we talk about “wellness” without having uncomfortable conversations about “mental health?” #AAMCCFAS
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

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Us v them

Image credit: Marion Fayolle, New York Times
IDEALIZED SELF

PROFESSIONAL IDENTITY

"I can not have bias at work"

"professionals can not have bias"

PERSONAL IDENTITY

"of course I have bias outside work"

"we all have bias"

ACTUAL SELF

Sukhera et al, 2017
STRIVING FOR IDEAL

ACCEPTING ACTUAL

GET FEEDBACK ON YOUR BIASES

MODEL NEW BEHAVIOUR

Sharing and Dialogue with Peers

REFLECT ON YOUR ROLE

SET NEW EXPLICIT GOALS
Addressing Bias

INDIVIDUAL

Awareness  Motivation  Action

ORGANIZATIONAL
CHALLENGING NORMS
• stereotype modification
• counterstereotypic imaging

CULTIVATING COMPASSION
• mindful practice
• individuation

ENHANCING EMPATHY
• practicing perspective taking
• seeking social contact

COURAGE COMPASSION CONNECTION