



Introduction to Implicit Bias

Exploring Biases

Goals

This introduction will help you:

- Define and explore implicit bias.
- Learn examples of implicit and explicit biases.
- Understand the role and impact of implicit bias in working with diverse populations.
- Create a connected understanding of implicit bias, inclusion, and health equity.

Introduction:

Implicit Bias refers to the attitudes or stereotypes that affect understanding, actions, and decisions in an unconscious manner. Implicit bias is also sometimes called “unconscious bias.” This introduction will create a common understanding that we all have biases, and if we don't have the right tools to understand and recognize those biases, they can unconsciously impact our decisions and behaviors, which in turn can influence and contribute to multiple health inequities in public health programs, policies, and everyday life. Throughout this introduction you will be asked to reflect on where your implicit biases lie; recognize how they impact your perceptions of others; question how that perception influences your decision-making processes and interactions with others; and consider how to reduce the impact that your biases have on those aspects of your work and life.

Directions:

Please write down your answers to the following questions to be utilized during a group discussion later during the Public Health Employee Orientation.

1. Watch [What is Unconscious Bias](#). (Employers Network for Inclusion, 3 minutes)
Consider the definition of “implicit bias” and the ways it can affect our choices and actions.
 - How can bias demonstrate itself through supportive actions and choices?
 - How can bias demonstrate itself through discouraging actions and choices?
2. Visit [Project Implicit](#). ([Link for Touch Screen Users](#))
Complete one or more of the implicit bias tests.
****Note* Select "Take as Guest" and agree to the Terms and Conditions before you will have access to the tests.***
 - What were you surprised about?
 - What will you do with the information that you learned from the tests?

3. Watch [Implicit Bias in Action](#). (Center for Urban Education, 4 minutes)
Consider how the implicit biases of the people Jo and Gabi interacted with ultimately changed the trajectories of their lives because of the assumptions they made about them.
 - How can bias compound over time?
 - How can biases support larger institutional racism and inequities?
 - Which character within the video did you relate to?
 - How did the circumstances within your own life relate to the character's life you related to?

4. Watch [How Does Implicit Bias Affect Health Care?](#) (Institute for Healthcare Improvement, 2 minutes)
This video is targeted at primary care providers, but there is a lot of overlap that occurs between public health and health care. Consider how these overlaps show up in your daily work or the work of your organization.
 - How can biases affect your work directly?
 - How can biases affect the work of your organization?
 - How can biases affect the community you serve?

5. Watch [Implicit Bias, Lifelong Impact](#). (The Kirwan Institute for the Study of Race and Ethnicity, 5 minutes)
Consider:
 - Where you have picked up biases? Think back to where and when they first were taught to you.
 - When, if ever, you have lost or reduced a bias? What caused this to happen?

Next Steps—Individual Topic Deep Dive:

Select one or multiple resources from the following links to look into more deeply. Consider the results of your Project Implicit tests and the identified steps of each guide as a starting point.

- [WiCPHET Health Equity Modules](#)
These health equity modules were created through a partnership with the Mobilizing Action Toward Community Health (MATCH) group and the Wisconsin Center for Public Health Education Training (WiCPHET). Health equity and equality are terms that are generally used interchangeably. These health equity modules walk you through the difference between equality and equity and how to put equity into practice in your work.
- [Michigan Department of Health & Human Services' Health Equity, Implicit Bias, Stigma & Antiracism Guide](#)
This extremely comprehensive resource contains a large number of online trainings, webinars, courses, films and TV series, toolkits, articles and books to read, and podcasts and in-person trainings that cover more specific issues than what was discussed in this introduction.