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# CSAC Bias Conversation

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HEALTH SYSTEMS DIVISION  
Behavioral Health Equity & Community Partnerships

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- **Welcome – Purpose Setting**
- **Community Co-Regulation**  
Art of Community
- **Implicit Bias**
- **Group Discussion**
- **Closing**  
4 A's – Aha  
Appreciation  
Aspiration  
Apology

“While implicit bias is always at play because all humans have bias, inequity can occur simply through homogeneity; if I am not aware of the barriers you face, then I won’t see them, much less be motivated to remove them. Nor will I be motivated to remove the barriers if they provide an advantage to which I feel entitled.”

— Robin DiAngelo.

# Art of Community

- We acknowledge that we bring our lived experiences into our conversations
- We strive to be in community with one another with care
- We try to stay curious about each other
- We recognize that we need each other's help to become better listeners
- We slow down, so we have time to think and reflect
- We remember that conversation is a natural way we think together
- We expect it to get messy at times
- We will listen with intention to learn something new

Adapted from Margaret Wheatley's "Turning to One Another." (2000) by Z. Un for TTSD (2019)

# Implicit Bias is...

- ...The tendency to automatically categorize people...
  - Construction Workers, African Americans, or Women
- ... and evaluate them positively or negatively...
- ... or assume that they have certain characteristics...
  - masculinity, athleticism and criminality, nurturing
- ... based upon the stereotypical characteristics of the groups into which they are automatically placed.
- ...Mostly unrelated to people's values, beliefs, and attitudes.

Source: Erik Girvan J.D., Ph.D., University of Oregon School of Law

# Implicit Bias is...

- ...Most influential in:

Snap decisions, and those made under time pressure, stress, fatigue, high emotion, or without much specific information, such as triage decisions.

(e.g., which stranger should I sit next to on the bus?)

- ...Most influential in:

Unconscious behaviors in socially-sensitive situations

(e.g., body language in inter-racial interviews)

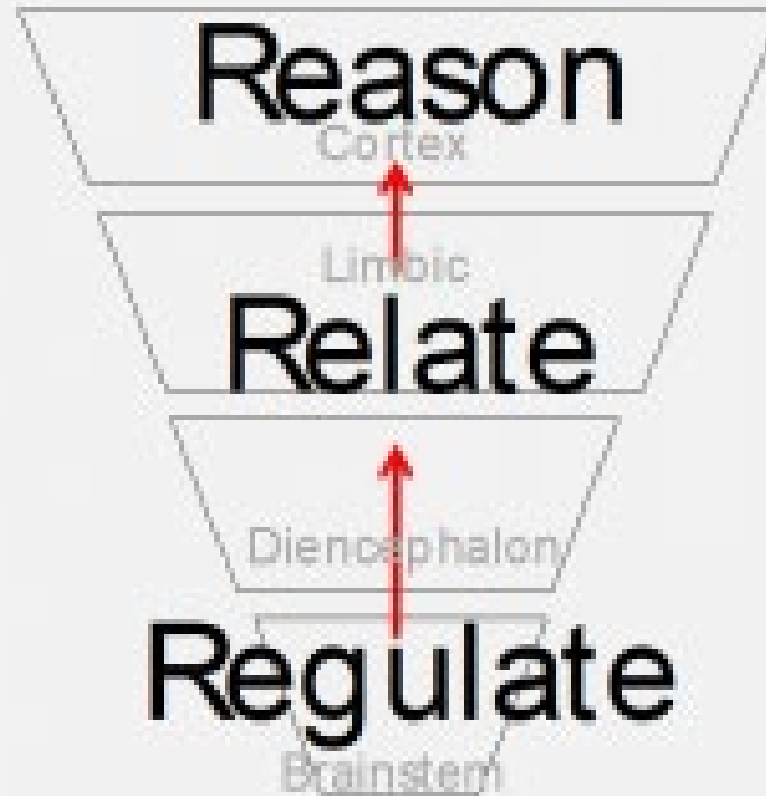
Source: Erik Girvan J.D., Ph.D., University of Oregon School of Law

# Implicit Bias is...

- ...Most influential in:
  - Ambiguous judgments (e.g., deciding between two job applicants who have roughly equivalent qualifications)
  - Snap decisions or those for which there is little time or motivation to gather and consider better information (e.g., which stranger should I sit next to on the bus?)
  - Unconscious behaviors in socially-sensitive situations (e.g., body language in inter-racial interviews)

Source: Erik Girvan J.D., Ph.D., University of Oregon School of Law

# Sequence of Engagement



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NEUROSEQUENTIAL  
NETWORK

Source: <https://adoptioncouncil.org/publications/meeting-children-where-they-are-the-neurosequential-model-of-therapeutics/>

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# Questions to consider

- Come up of one example of how implicit bias may have impacted you or a decision you made.
- What parts of your job/decision process are vulnerable to the influence of implicit bias (i.e., “Vulnerable Decision Points”)?

# 4 A's

- Aha
- Appreciation
- Aspiration
- Apology