



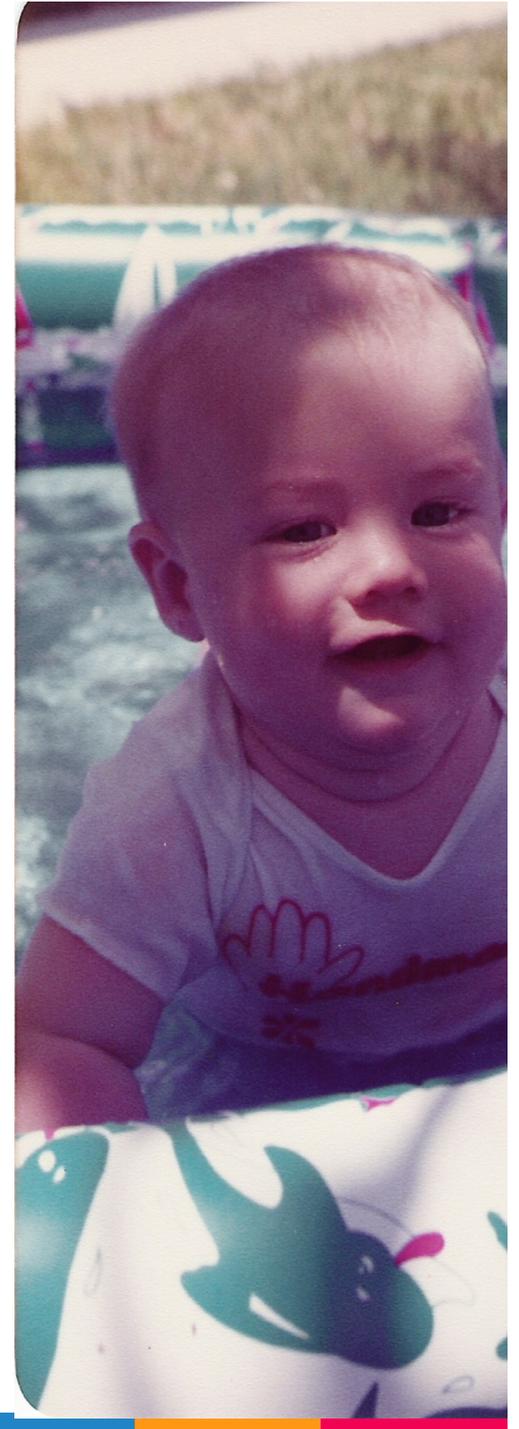
Implicit Bias: When the Unconscious Creeps into Relationships

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Maternal, Infant, and Early Childhood Home Visiting Training
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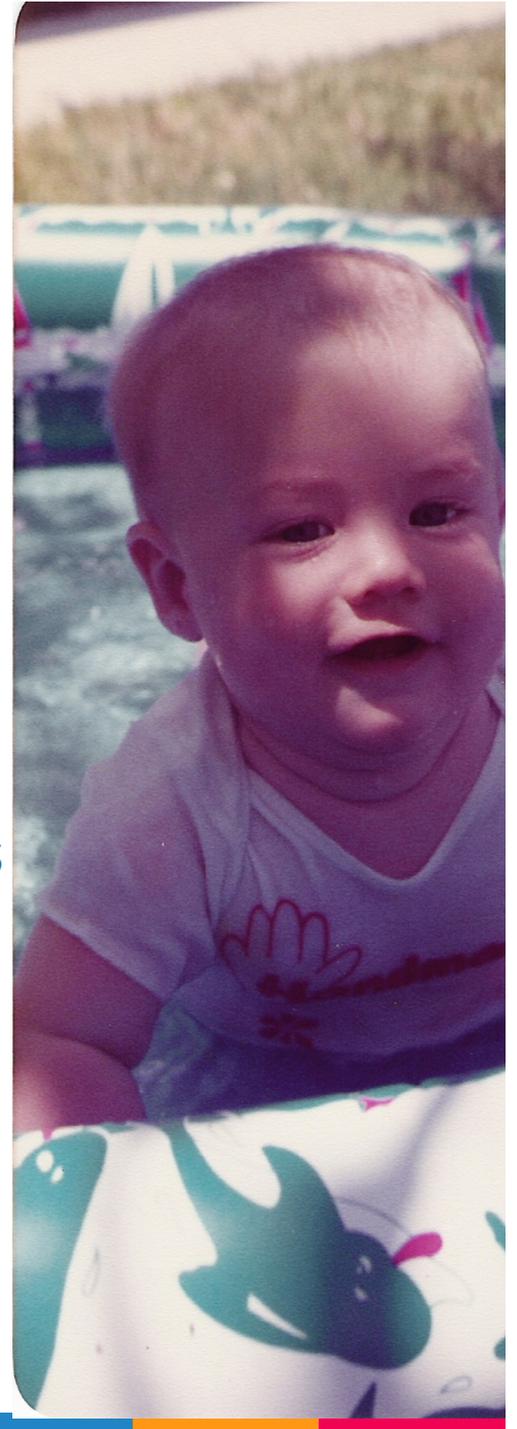


Agenda

****Reflection Activity**

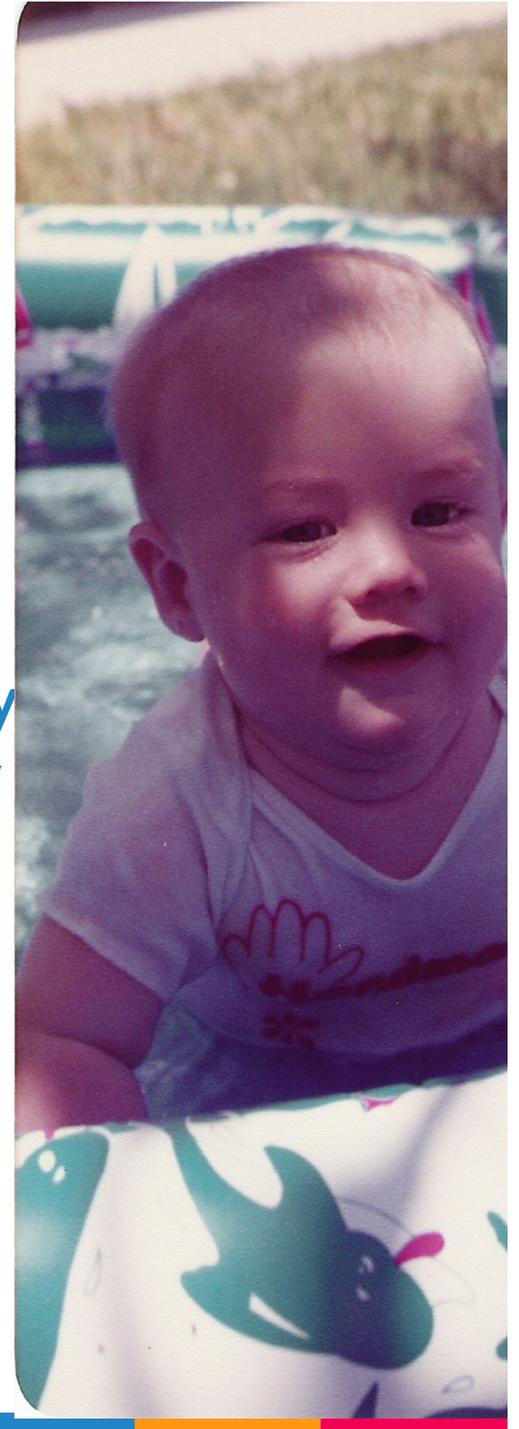
- 1. Introduction to Implicit Bias**
- 2. Pervasiveness of Implicit Bias**
- 3. Implicit Memory: The Sister of Implicit Bias**
- 4. Conceptual Framework of Implicit Bias**
- 5. Bringing It Back to the Baby**
- 6. What We Can Do and Why**

****Action Plan**



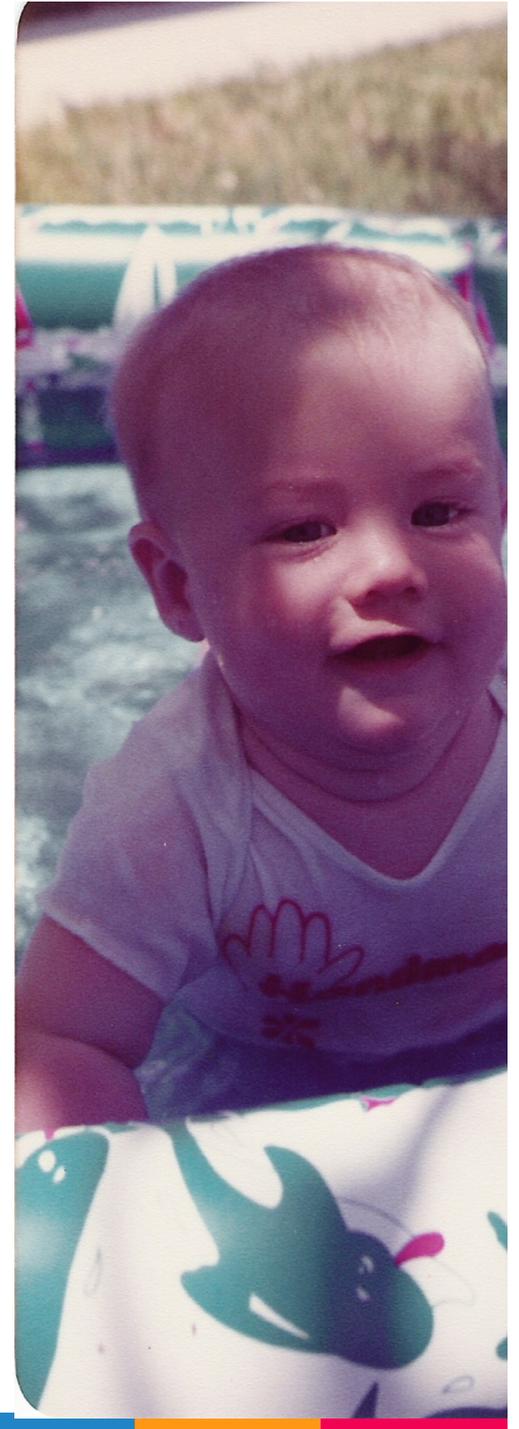
Goals & Objectives

1. Define implicit bias
2. Explore how implicit bias impacts relationships
3. Identify action steps that build capacity to consider the role implicit biases may have in our work



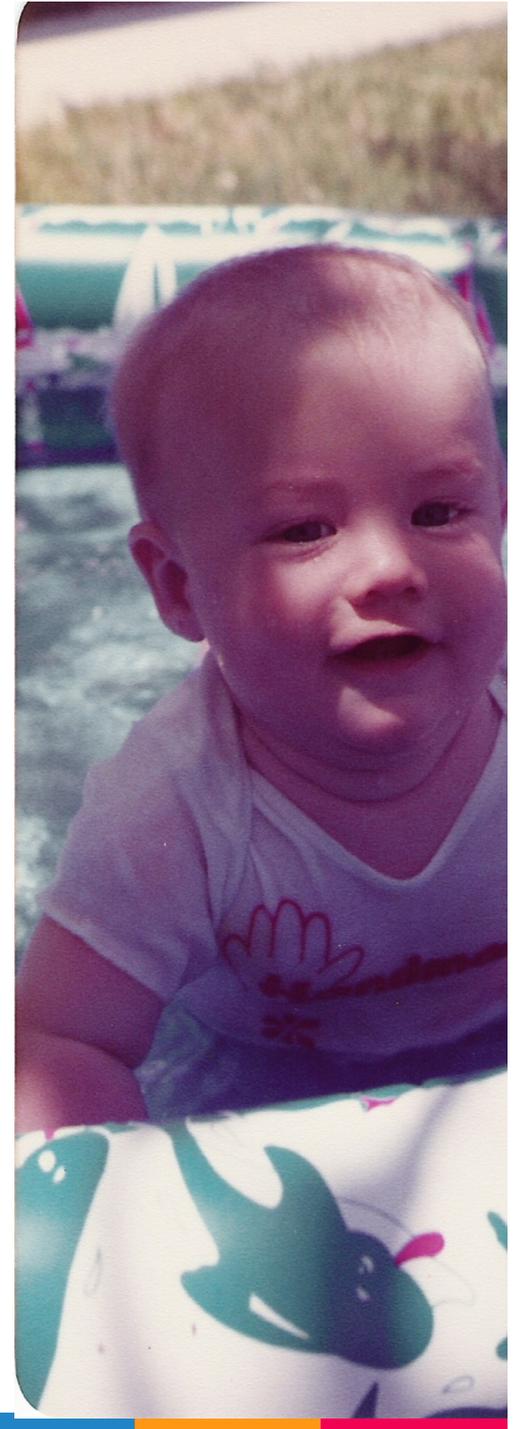
Oregon Home Visiting Core Competencies

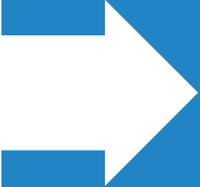
- 1. Professional Best Practice**
- 2. Professional Well Being**



Infant Mental Health Endoresment Core Competencies

1. Reflection





Reflection Activity

Think back—What is your earliest memory?
What do you think makes it so memorable?



Implicit biases are fascinating because they produce behavior that diverges from someone's endorsed principles and beliefs.

Professor Phil Stinson

1.

Introduction to Implicit Memory

Implicit Bias

- ▷ Implicit bias = unconscious bias = implicit social cognition
- ▷ Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner
- ▷ Develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages
- ▷ Both favorable and unfavorable
- ▷ Activated involuntarily and without an individual's awareness or intentional control
- ▷ Race, ethnicity, age, appearance



Implicit Bias

- ▷ Do not necessarily align with our declared beliefs
- ▷ Pervasive
- ▷ Highly favor our own “in group”
- ▷ Malleable

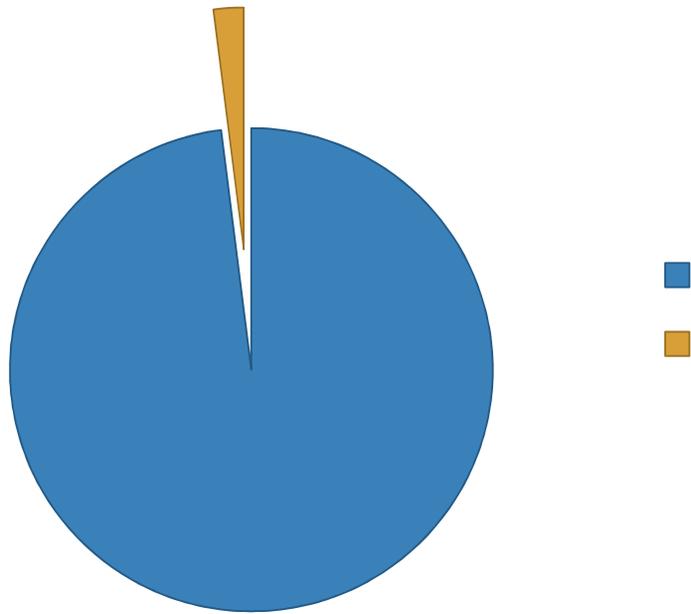


Explicit Bias

- ▷ Attitudes and beliefs we have about a person or group on a conscious level
- ▷ Drawing group boundaries (“in group”) that distinguish oneself from others (“out group”)



Emotional Cognition



Only 2% of emotional cognition is available consciously.

2.

Pervasiveness of Implicit Bias



Research about implicit bias helps us to better understand the disconnect between our society's ideal of fairness for all people and continued reality of its absence.

Professor John A. Powell

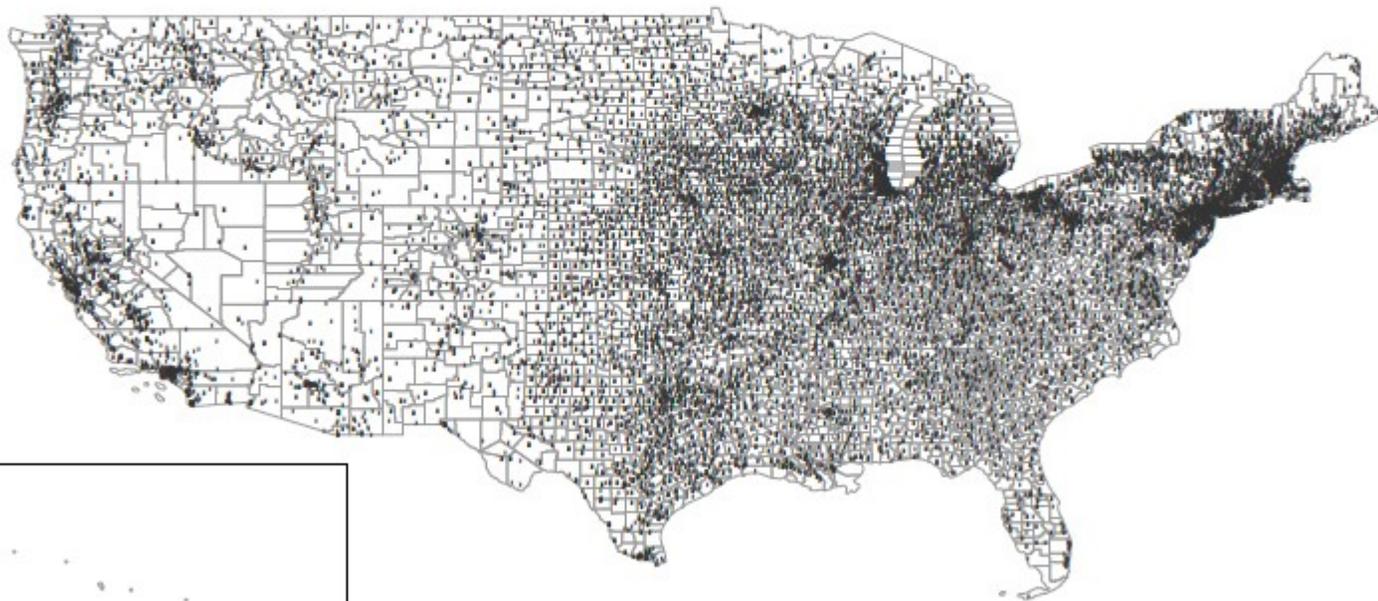
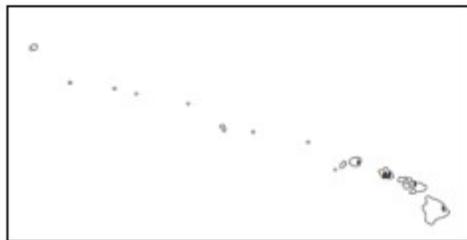
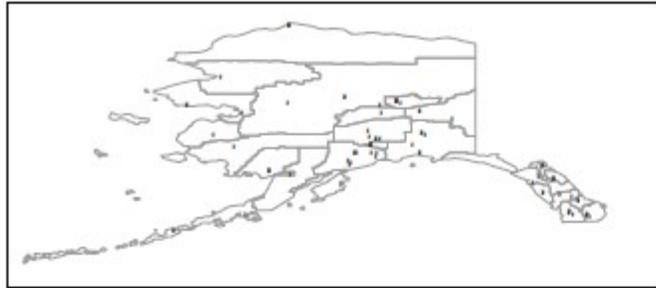
Pervasiveness of Implicit Bias

- ▷ Employment
- ▷ Housing
- ▷ Criminal Justice
- ▷ Law Enforcement
- ▷ Education
- ▷ Media (subliminal messaging & microaggressions)
- ▷ Access to Public Services
- ▷ Health and Health Care



Racial Discrimination in Local Public Services

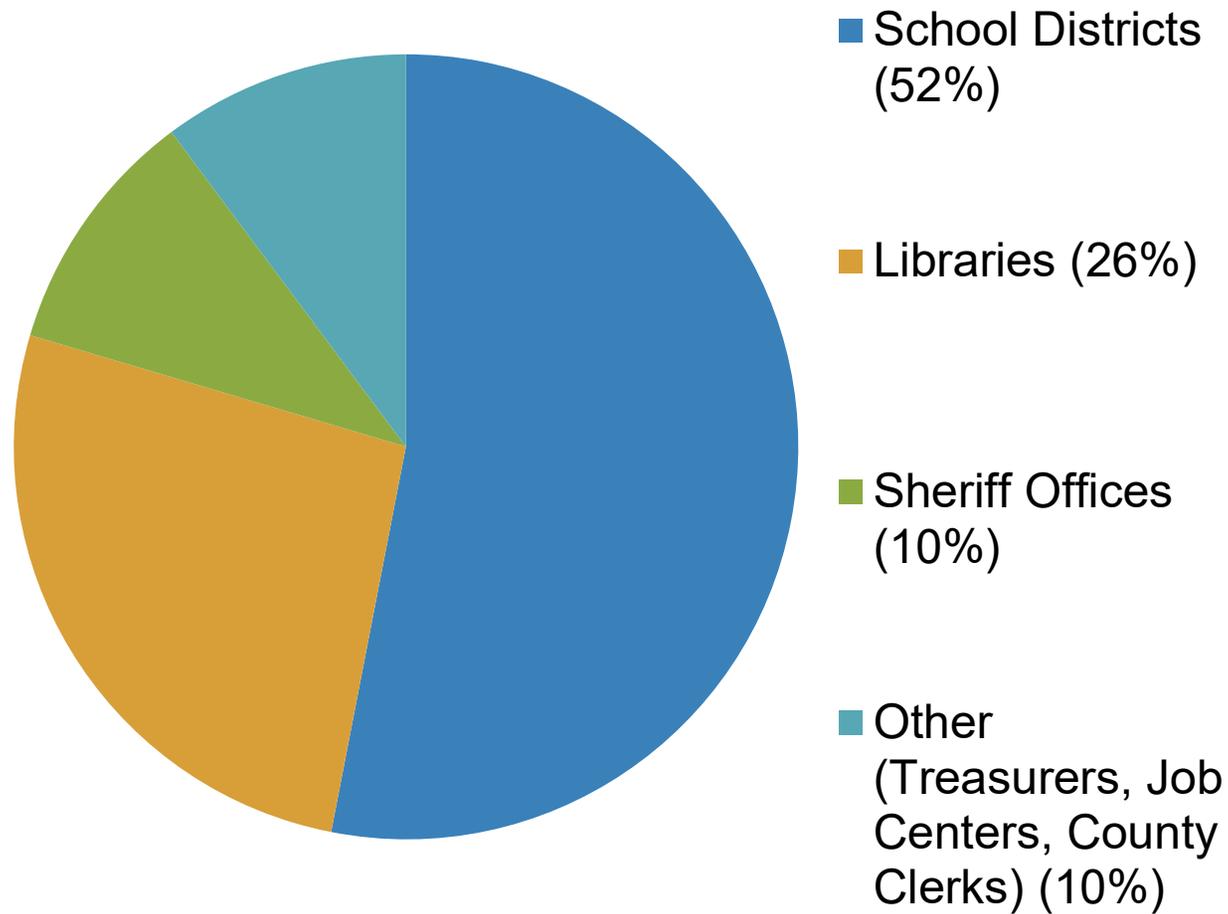
- ▷ Email inquiries for information
- ▷ School districts, libraries, sheriff offices, treasurer offices, job centers, and county clerks
- ▷ Implied race (White or Black) conveyed by sender name
- ▷ Controlled for SES (by mention of occupancy in email)
- ▷ n = 19,079 nationwide
- ▷ (nearly half of all potential recipients)



Location of Email Recipients, n=19,079

Guilietti, et al. 2015

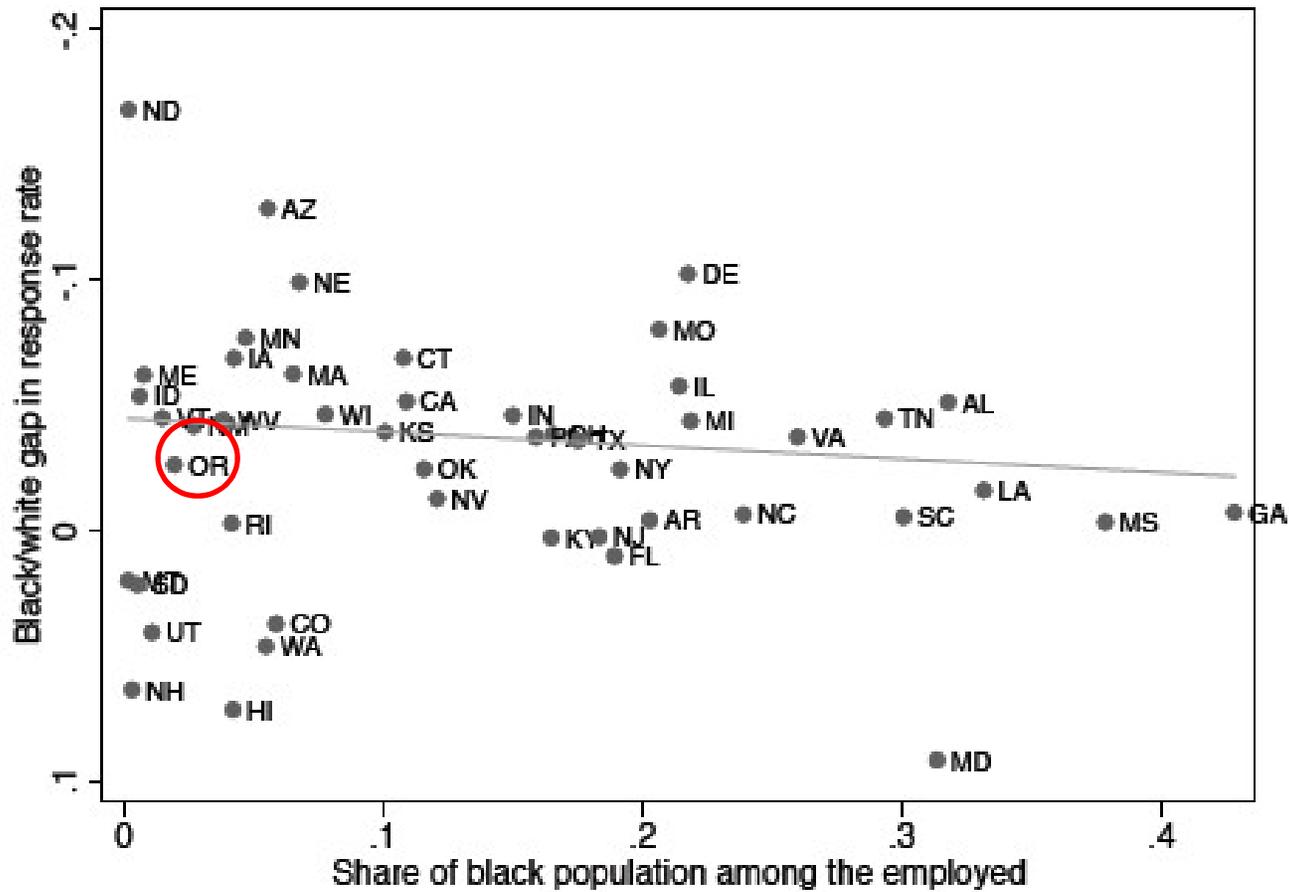
Email Recipients Percentages By Provider Type



Racial Discrimination in Local Public Services--FINDINGS

- ▷ Response rate overall
- ▷ 72% (of White senders' emails), 68% (of Black senders' emails)
- ▷ Highly statistically significant
- ▷ Racial differences greater in rural areas (vs. urban)

- ▷ The higher the probability of the recipient being Black, the higher the probability of responding to a Black email



Black/White Gap in Response Rate vs. Black Share of Employed

Racial Discrimination in Local Public Services--Discussion

- ▷ Access to information is empowering
- ▷ Racial discrimination is illegal for agencies receiving federal monies
- ▷ Implicit bias likely contributes to behavior that is discriminatory against some groups

Implicit Association Test (IAT)

- ▷ Timed cognitive test used to measure the relative strength between positive and negative associations toward one social group compared to another
- ▷ Project Implicit: Implicit Association Test (IAT)
- ▷ <https://implicit.harvard.edu/implicit/takeatest.html>
- ▷ Test categories include disability, age, race, skin tone, weight, religion, sexuality, gender-career, gender-science, others
- ▷ **WARNING:** tests carry possibility for harm, confusion, and/or triggered emotions

Implicit Bias in Health and Health Care

- ▷ MDs, on average, show pro-White implicit bias compared to AA and contrary to explicit bias self-reporting¹
- ▷ AA MDs, on average, did not show implicit bias for either Whites or Blacks¹
- ▷ Women showed less race implicit bias than men¹

- ▷ Greater implicit pro-White bias associated with prescribing narcotics for postsurgical pain for Whites and not AA²

- ▷ MD pro-White race implicit bias associated with greater clinician verbal dominance toward AA patients, lower AA patient positive affect, and poorer patient ratings of MD on interpersonal care³

¹Sabin, et al. 2009

²Sabin and Greenwald 2012

³Cooper, et al. 2012





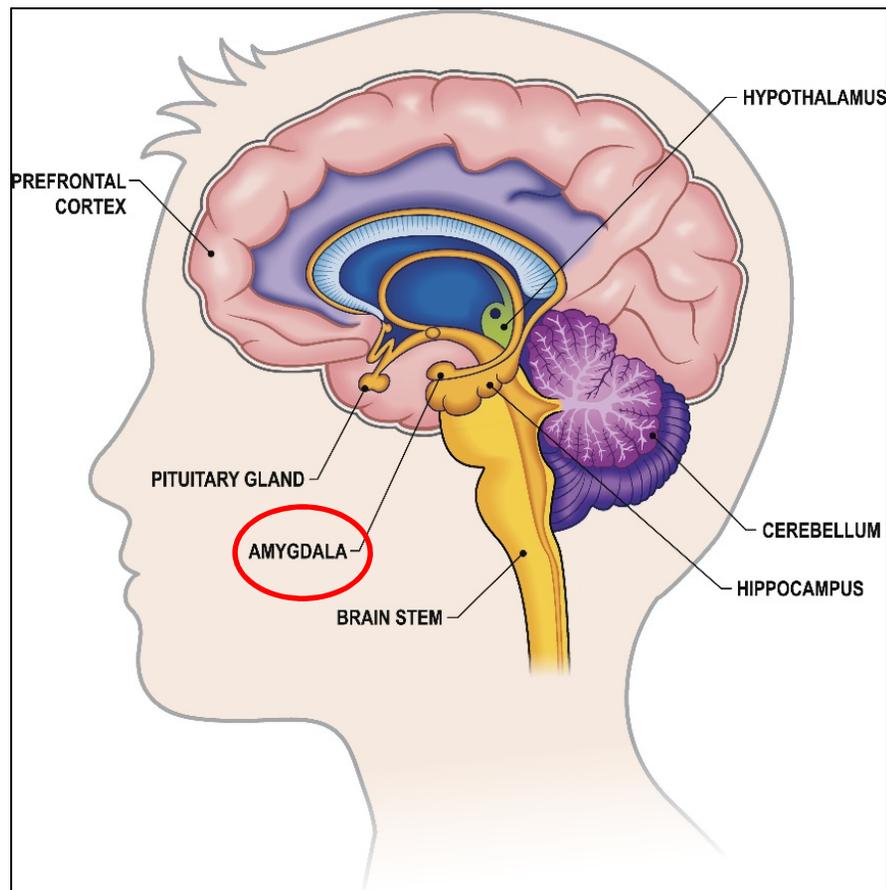
Until we deeply examine and challenge how racism and implicit bias affect our clinical practice, we will continue to contribute to health inequality.

Katherine C. Brooks
(paraphrased)

3.

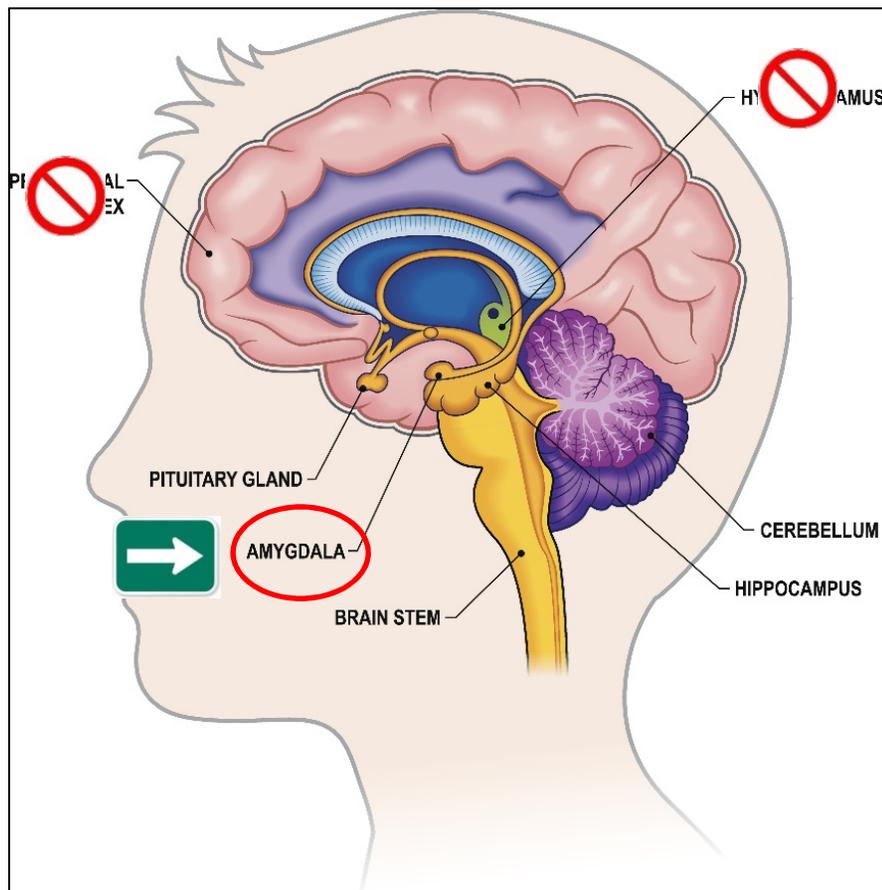
Implicit Memory: The Sister of Implicit Bias

Implicit Memory



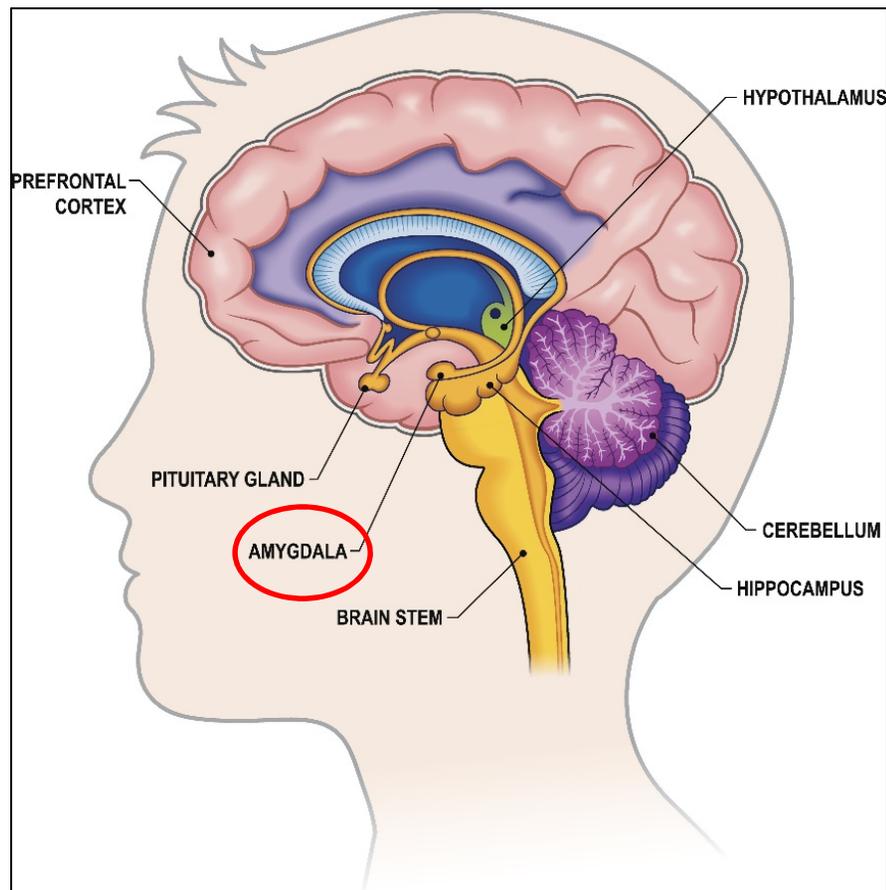
- ▷ Emotional sensory memories
- ▷ Unconscious
- ▷ Negative and positive emotional experiences

Implicit Memory



- ▷ Cortisol impedes explicit memory processing
- ▷ Catecholamines (adrenaline) increase implicit encoding of fear and enhance implicit memory processing

Implicit Memory



- ▷ Right-left brain integration can play a role in reducing unconscious behavioral responses
- ▷ Reflective process can be a mechanism for building right-left brain integration

4.

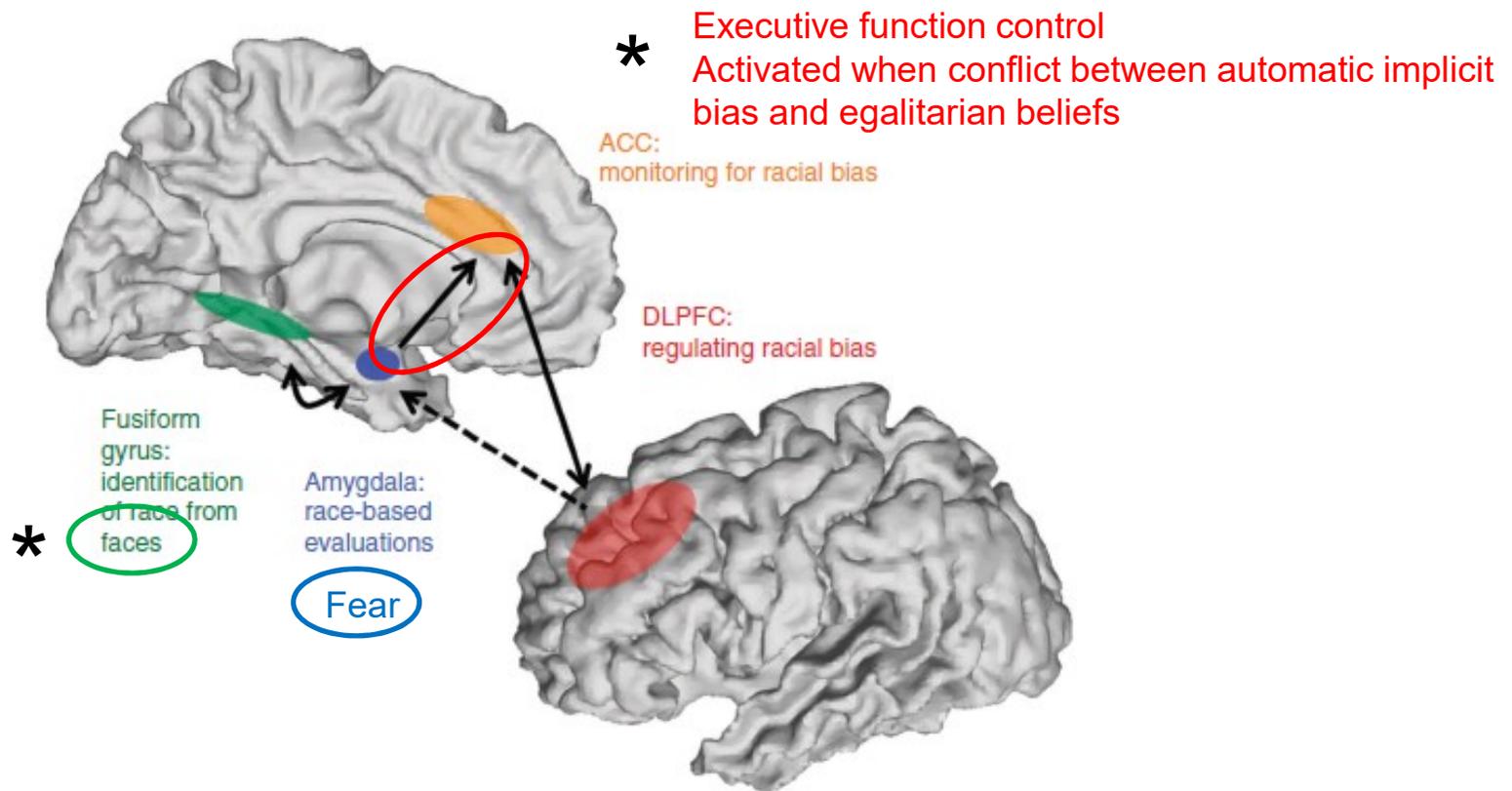
Conceptual Framework of Implicit Bias



We live with this inherent dichotomy between the rational decisions we think we are supposed to be making and the real impact of our unconscious processing.

Howard Ross

Brain Regions Associated with Race Implicit Bias



* ingroup/outgroup modulated

In Group vs. Out Group

- ▷ Individuals perceived as belonging to our own social group vs.
- ▷ Individuals perceived as belonging to social groups other than our own



Fear Learning

- ▷ Amygdala, anterior insula, and anterior cingulate cortex are key contributors to differentiating between White and Black faces
- ▷ Conditioned fear response toward racial outgroup members is more generalized to all members
- ▷ Conditioned fear response toward racial outgroup members persists longer compared to ingroup
- ▷ Study restricted to White participants (and White and Black visuals)

Cognitive Depletion

- ▷ Interracial communication may be taxing and adversely impact cognitive function

Racial Anxiety

- ▷ Discomfort about the experience and potential consequences of interracial interaction
- ▷ Inhibit individuals from pursuing intergroup relationships
- ▷ Cause tension during a cross-race interaction
- ▷ Increase likelihood that interaction will unfold in a non-productive way
- ▷ Knowledge of implicit bias may exacerbate racial anxiety

Visuo-Motor Interference

- ▷ Perceived ingroup vs. outgroup status impacts a person's ability to predict other's movements and adapt to them
- ▷ Unconscious mimicry of others' postures and mannerisms during interactions may have the social scope of promoting affiliation
- ▷ Voluntary mimicry of outgroup members may reduce racial bias

Entitativity

- ▷ Groups that are cohesive, similar, and share a common fate
- ▷ Perceptions of race entitativity are associated with a greater tendency to give explicit voice to their implicit prejudice against another race

Obama Effect

- ▷ Extensive exposure to a prominent figure contradicting stereotypic prejudices can decrease implicit bias

5.

Bringing It Back to the Baby



*It may not have been your intention
when you were crossing the road for
you to step on my foot, but the
impact of you stepping on my foot,
it still remains.*

Anonymous



Infant Own- vs. Other-Race Preference

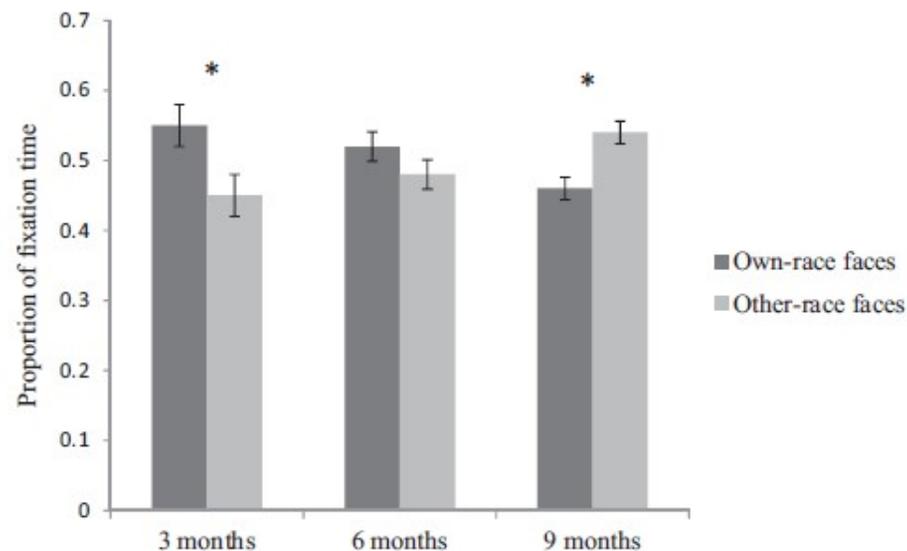
- ▷ Infants see more human, female, and own-race faces
- ▷ Exposure impacts development of face processing skill
- ▷ Limited spectrum of exposure to face types relates to poorer face processing abilities

Infant Own- vs. Other-Race Preference

- ▷ 3-month old infants are able to recognize and discriminate between both other-race and own-race faces
- ▷ By 9 months, infants lose ability to discriminate and recognize other-race faces
- ▷ “perceptual narrowing”

Infant Own- vs. Other-Race Preference: Familiarity-to-Novelty Shift

- ▷ Visual experiences affect face processing in the first few months after birth
- ▷ Newborns do not display any preferences
- ▷ By 3 months, infants show preference for own-race faces
- ▷ By 9 months, infants show preference for other-race faces



Infant Own- vs. Other-Race Preference: Facial Scanning Patterns

- ▷ Research suggests that infants may use a more advanced strategy for scanning own-race faces (?based on greater experience?)
- ▷ Infants by 9 months show predilection for or avoidance of eye contact consistent with cultural norms

Ethnic-Racial Socialization and Implicit Bias

- ▷ Socialization involves explicit and implicit verbal and nonverbal messaging
- ▷ Exposure to objects, experiences and contexts
- ▷ Modeling behaviors
- ▷ Affective responses
- ▷ Mechanism includes not just message content but also mode of transmission

Ethnic-Racial Socialization and Implicit Bias

- ▷ Mother's implicit biases (not explicit) predict 3-6 yo children's racial attitudes¹
- ▷ Explicit teaching of family culture, beliefs, and attitudes are accompanied by spontaneous/automatic verbal, affective, and behavioral responses
- ▷ Conveyed explicit and implicit information may be different
- ▷ Will determine what the child learns²

- ▷ More research needed, especially on process of transmission

¹Castelli, et al. 2009

²Yasui 2015



Media, Microaggressions, and Implicit Bias

- ▷ Media present explicit visuals with often strong emotional content
- ▷ Repeated messaging and profiling instills and reinforces stereotypes
- ▷ Media as a conduit of implicit racial attitudes transmission into the home
- ▷ Media can also be a window out into the world of diversity
- ▷ How messages are framed, worded, and illustrated determine what is communicated





*We essentially ‘catch’ racial bias
from others by merely observing
subtle nonverbal cues.*

Castelli, et al.

6.

What We Can Do and Why



*Past events lay down traces that
can resurface in the present.
Reflective supervisors acknowledge
this by wondering about the ways
past events may have shaped a
family's behavior, feelings, or
choices.*

Mary Claire Heffron

Why Do Anything?

- ▷ Implicit biases are a universal human characteristic
- ▷ Implicit bias is malleable
- ▷ Taking ownership of our implicit attitudes influences begins the process of integration between our right brain (implicit biases) and our left brain (explicit biases)



Why Do Anything?

- ▷ Awareness of our inherent potential for implicit biases sets into motion a process that can lead to cognitive control of our unconsciously motivated behaviors
- ▷ Increased awareness of implicit biases is the key to congruent unification of one's beliefs and behavior
- ▷ We have a professional, ethical, and moral responsibility to reflect on our behaviors and be curious about their origins



Why Do Anything?

- ▷ Practicing a reflective process with own implicit biases builds experience applicable to developing a deeper understanding of the complexity of challenges that our clients face



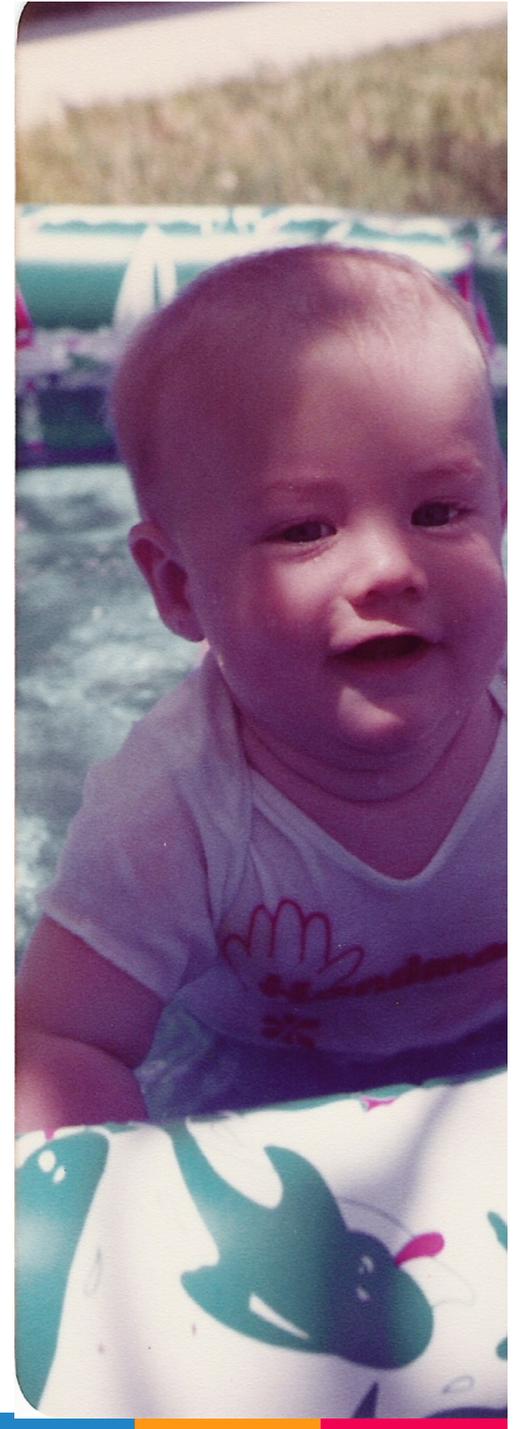
What We Can Do

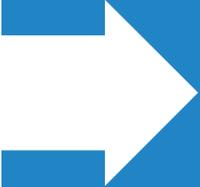
- ▷ Seek Educate & Increase Self-Awareness
 - Trainings such as this
 - Take the Implicit Association Test (IAT) at implicit.harvard.edu
- ▷ Take Action
 - Seek out positive intergroup interactions
 - Promote diversity in the workplace
 - Take perspective-taking in your work with clients to a new level by including consideration of implicit biases that may be playing a role in clients' challenges
- ▷ Be Accountable
 - Take ownership of your own implicit biases
 - Be curious and willing to explore the potential of implicit biases during your RS sessions



Summary

1. **Implicit bias is a universal human characteristic.**
2. **Implicit biases are laid down very early in brain development.**
3. **Implicit biases are malleable.**
4. **Intentionally considering implicit biases can enhance and enrich our work.**
5. **Reflective supervision is a venue amenable to processing implicit biases**



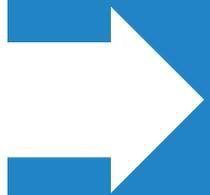


Action Plan

Write down where you are on a scale of 1-10 regarding your awareness of implicit bias with 1 being new to the concept and 10 being an expert.

Write down what step you are ready to take that will move you up on the scale.





Thank you!

Questions:

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