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Duke University Counsel's Office

Understanding Human Difference

Implicit Bias

- Attitudes or stereotypes that affect understanding, actions, and decisions in an unconscious manner.
- Often activated involuntarily.

<https://www.irwaninstitute.org/>

Inclusion

- The act or practice of including and accommodating people who have historically been excluded due to race, gender, sexuality, or ability.

<https://www.merriam-webster.com/>



- Define implicit bias, inclusion, and belonging.
- Examine how we are capable of seeing people from other cultures, etc., in a more open way.
- Develop an understanding of how our individual, socialized lens impacts other people.
- Identify opportunities to shift counterproductive outcomes.
- Apply/implement new knowledge to create an inclusive environment exhibiting our core value.



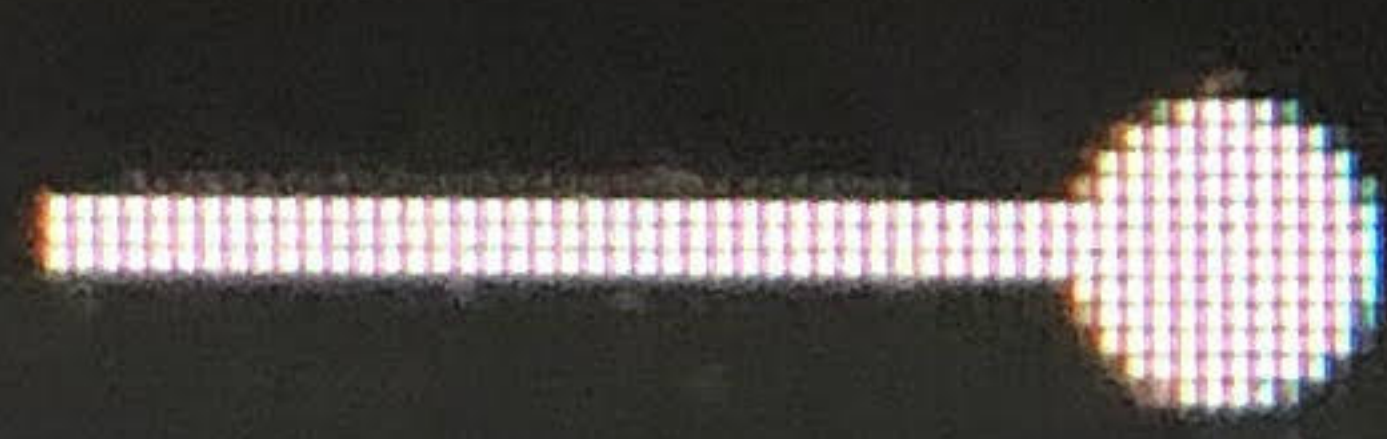
What Is Bias, and What Can Medical ...



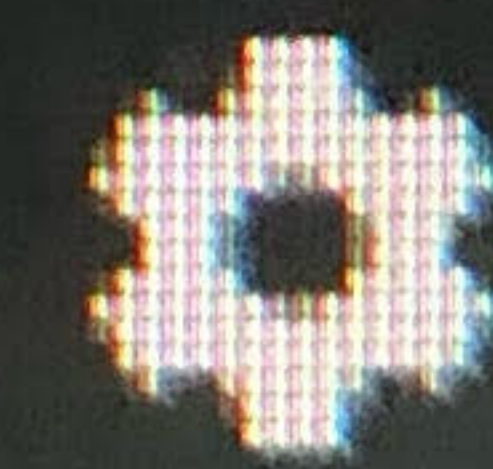
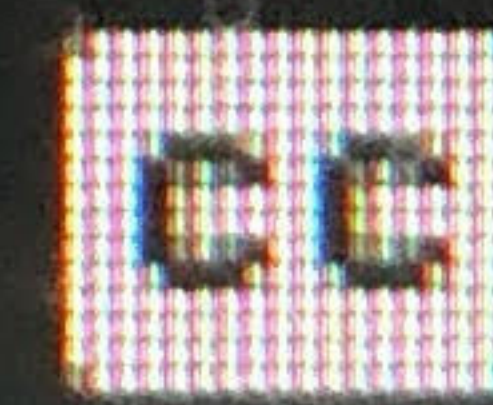
Unconscious (or implicit) bias:

Ingrained habits of thought that lead to errors in how we perceive, reason, remember, and make decisions

Play (k)



1:13 / 5:17



YouTube

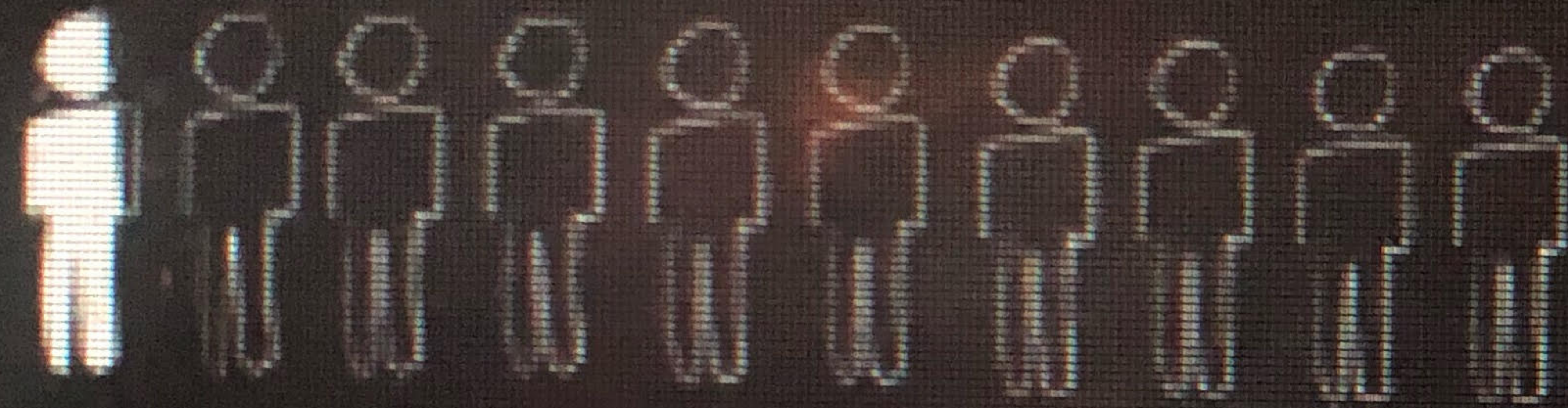


Institute for Healthcare Improvement - IHI

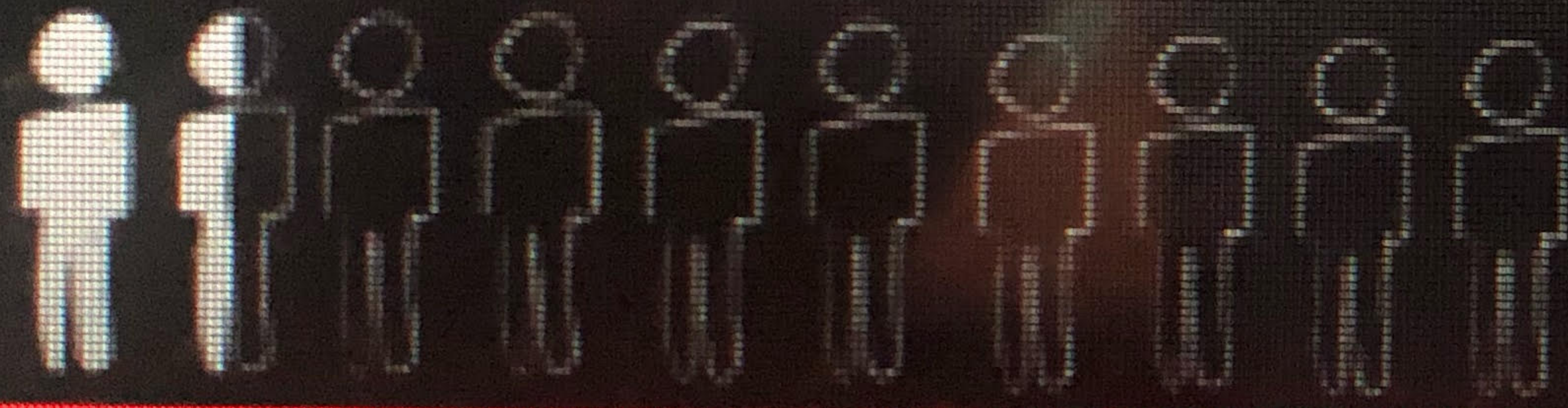
YouTube: https://youtu.be/E_qERP-Y0Jw



What Is Bias, and What Can Medical ... People of color account for:



< 9% of physicians



< 15% of nurses/
nurse practitioners



3:17 / 5:17



YouTube



Institute for Healthcare Improvement - IHI

YouTube: https://youtu.be/E_qERP-Y0Jw

How is our individual implicit bias formed?

- How we are raised
- The communities we come from
- Religious affiliations
- All of the above

Our individual bias impacts people throughout their lives. In what ways does that happen?

- Our negative perceptions of other people
- The way we treat people we do not know
- Loss of opportunities to certain groups
- All of the above

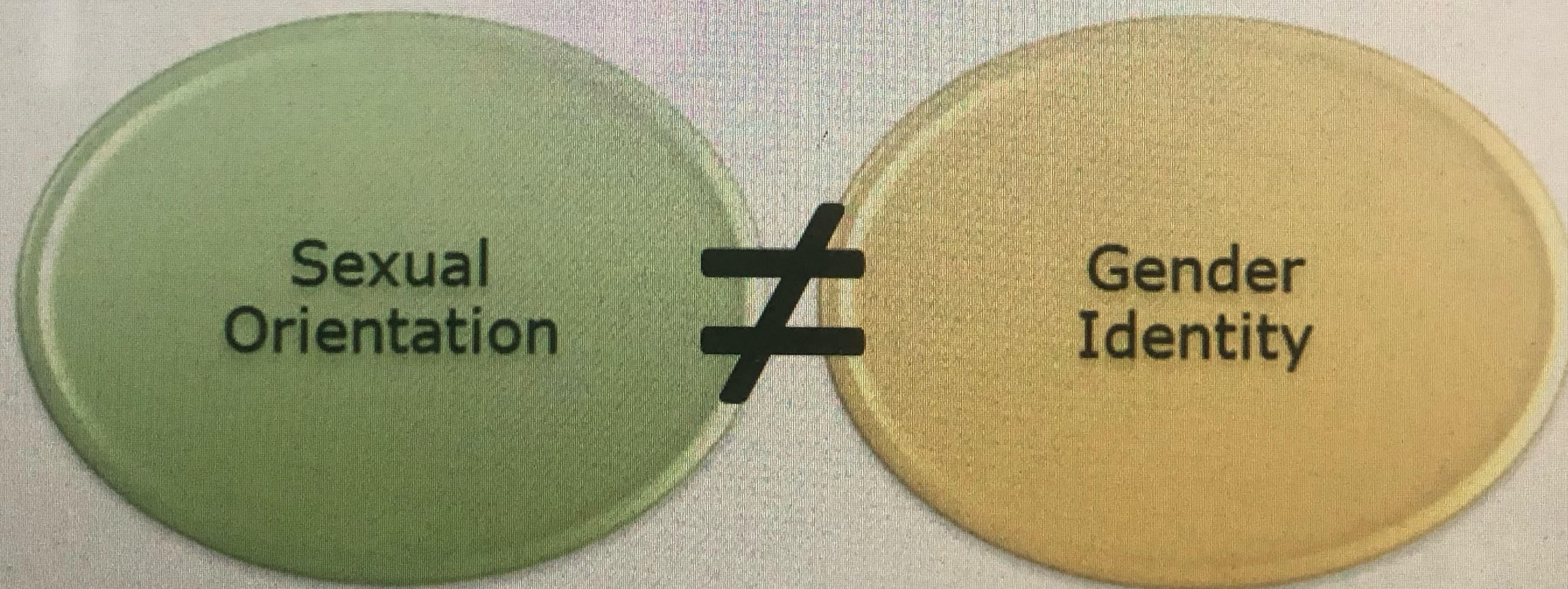
- Gender expression

- How one presents themselves through their behavior, mannerisms, speech patterns, dress, and hairstyles
- May be on a spectrum

www.lgbthealtheducation.org/publication/lgbt-glossary/

Sexual Orientation and Gender Identity are Not the Same

- All people have a sexual orientation and gender identity
 - How people identify can change
 - Terminology varies
- Gender Identity \neq Sexual Orientation



NATIONAL LGBT HEALTH
EDUCATION CENTER

A PROGRAM OF THE FENWAY INSTITUTE

- Transgender man, trans man, female to male (FTM)
- Non-binary
 - Genderqueer or gender fluid person
- Trans feminine, Trans masculine
- Gender identity is increasingly described as being on spectrum

