EDI series presentation

# Biases

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# Territorial Acknowledgement

**I would like to acknowlege that we are situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səlilwətaɬ (Tsleil-Waututh) Nations.**

EDI series presentation

# Biases

Dr.Eliza Chan EDI lead RH

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# Goals:

- Understand why biases exist
- Discuss the problems of bias
- Types of bias
- Ways to mitigate bias

# acknowledging my sources

# Bias

**Bias is an attitude in favour of or against one thing, person, or group**

# Where do biases show up in health care setting?

**Healthcare providers / Patients**

**Staff/Staff**

**Medical leaders /team**

**Supervisors/learners**

# Biases

- It is natural to have biases
- To have biases is not reflective of one’s character, good or bad

# How biases are formed

We make associations early in life

A is this, B is that...

# How biases are formed

**Associations let us make shortcuts in the world**

**A=this, B =that**

**no thinking needed**

# How biases are formed

## Flight or fright response

## “our protective mechanism as a species”

# Biases are based on and reinforced through:

**Upbringing & socialization**
**Community relationships**
**Our own experiences**
**Experiences of others**
**Institutional influences**
**Media, literature**

‘Having bias just means you live in a culture”

# Trouble of bias is ：

1. **These associations/ patterns get reinforced over time**
2. **Come with assumptions about things/persons**
3. **Assumptions can be incorrect**
4. **Lead to premature judgement/ incorrect conclusion**
5. **Can influence decisions that are discriminatory if not examined**

# Conscious/Unconscious Bias

**Bias is woven through culture like a silver thread woven through cloth. In some lights, it is brightly visible; in others, it is hard to distinguish.**

***The End of Bias*, Jessica Nordell**

# Reflection

## What assumptions/bias may people have about you?

# Take a Test - Harvard University

https://implicit.harvard.edu/implicit/user/demo.canada/ca.static/takeatest.html

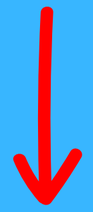
# Bias can be on:

- Gender
- Age
- Sexual orientation/preference
- Race
- Language/accents
- Ability
- Religion
- Appearance etc..

Research showed more than 175 biases

# Snowballing effect

**“ If many individuals hold the same biases, create social norms, perpetrate harm in the system against a certain group”**



**Systemic discrimination**

# Examples of Cognitive biases

**Affinity bias**

**Halos/Horn bias**

**Confirmation bias**

**Bandwagon bias**

# Affinity Bias

**The tendency to favour people who share similar interests, backgrounds, and experiences with us.**

**“I like this candidate because they go to the same University as me.”**

# Halo/Horn bias

**We tend to be biased in favour of people in whom we perceive a positive trait (halo) and against people in whom we perceive a negative trait (horns).**

**“This student must be a star as they were an olympic skiier”**

**“ I do not trust what this patient said as they have history of substance abuse”**

# Confirmation bias

**The tendency to listen /and prefer information that confirms our preexisting beliefs.**

**“ Male physicians are better at being decisive.”**
**“Female physicians are always better in supporting ”**

# Bandwagon bias

**We tend to vote in favour of things that other people like and vote against things that other people dislike.**

**"Nobody else seems to think this person's bad behavior is a problem, so I am not going to raise the issue."**

# Bias is hard wired into us

- Takes work to disrupt them
- You can disrupt them through active reflection and practicing inclusive behaviours

# How do we mitigate our bias?

- R-Recognize/ Reflect
- A-Allow
- I-Investigate
- N-Nurture

# Key is:

# Examine your bias/behaviour

# Other tips:

- Remain open
- Refrain from categorization/Generalization
- Understand one and another’s history
- Visualize other possibilities
- Envision different perspectives
- Challenge the norm
- Look after your mental health

# In summary :

- Understand why biases exist
- Discuss the problems of biases
- Types of biases
- Ways to mitigate biases

# “The unexamined life is not worth living”

**Socrates**

# Recommended resources

**TED talk- How to outsmart your unconscious bias**
**Valerie Alexander 2018**
**https://www.youtube.com/watch?v=GP-cqFLS8Q4**

**YouTube: How can providers reduce conscious bias?**
**Institute of Healthcare Improvement**
**https://www.youtube.com/watch?v=3KoTi3LRBXI**

**The End of Bias - A Beginning**
**Jessica Nordell 2021**

# Commensality group
# October 23rd
# 6:30pm-8pm
# Freebird Table and Grill
# 1 hour FEMS funding

# Follow up discussion on our EDI session

# Ask:

- What are my biases?
- Have I been the recipient of bias?
- How does my bias affect the treatment of people?
- How can i ‘see’ my biases and ‘check’ them?


شكرا
Danke
Grazie
Спасибо
Obrigado
Thank you
Asante
הדות
धन्यवाद
Merci
Gracias
ありがとう
謝謝

# Thank you !

comments, questions, feedback: