

# Implicit Bias

How Nutrition Practitioners and Educators Can Build Awareness of Its Cost to Patients, Health Organizations, and the Nation

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# Disclosure

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I have no actual or potential conflict of interest in relation to this presentation.

# Session Objectives

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## **Attendees will be able to:**

1. Describe three examples of implicit bias
2. Access tools to address implicit bias
3. Discuss how addressing implicit bias can strengthen the field of nutrition and dietetics for practitioners and for their employers, their clients, and the public

# Icebreaker Activity: What Is Culture?

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What does the term “culture” mean to you?

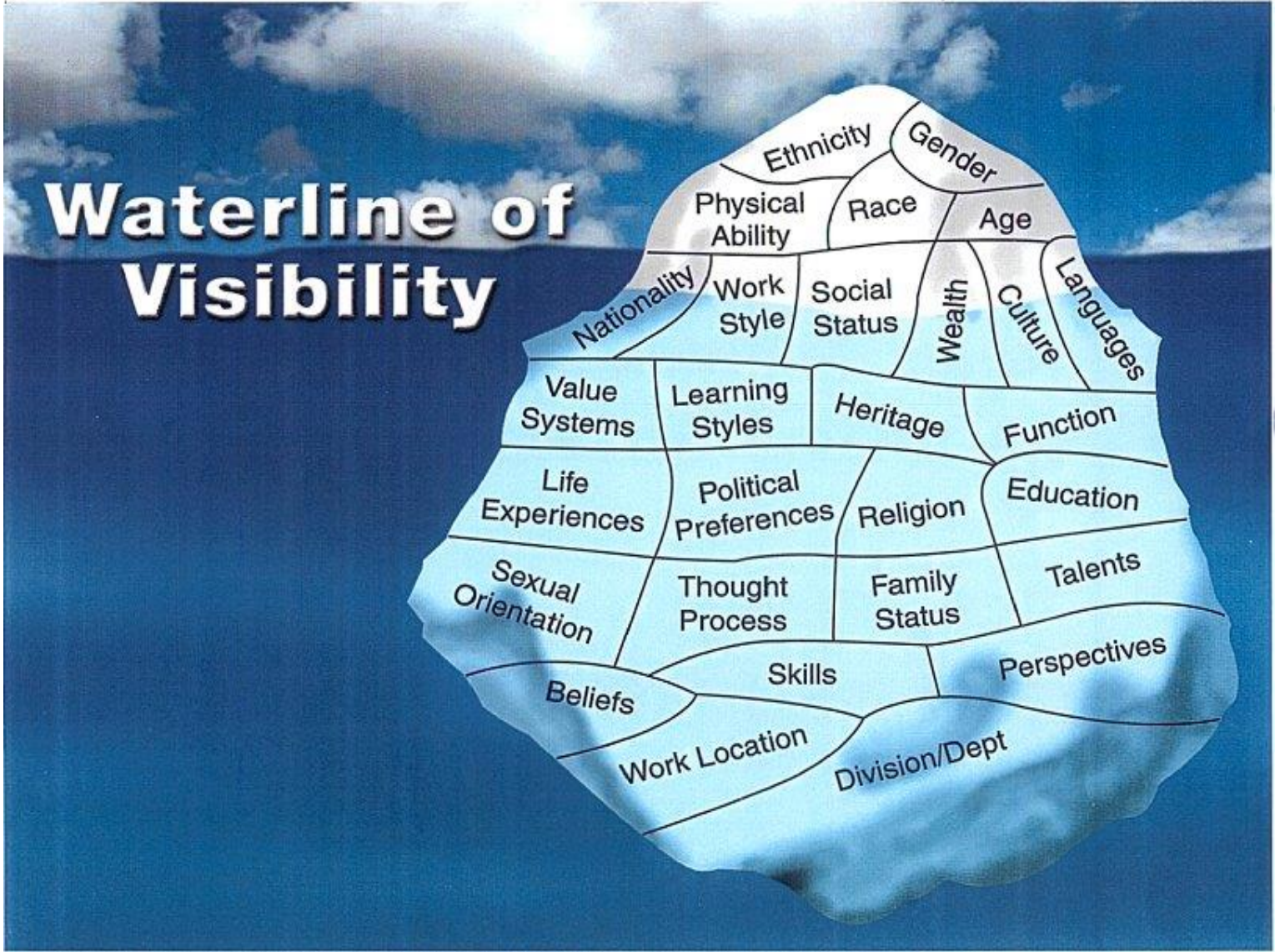


# Cultures: Words Count/Stigma

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- ❖ Gender
- ❖ Sexual Orientation and Gender Identification
- ❖ Age
- ❖ Race
- ❖ Ethnicity
- ❖ Body Size
- ❖ Disabilities/Abilities
- ❖ Geography: Country of Origin, Regionalism, Urban versus Rural versus Suburban
- ❖ History of Incarceration (“Returning Citizens”)
- ❖ Socioeconomics/Class
- ❖ Education Attainment
- ❖ Field of Study/Profession
- ❖ Division/Department
- ❖ Work Location
- ❖ Work Function
- ❖ Life Experiences
- ❖ Skills
- ❖ Talents
- ❖ History of Substance Abuse





<http://workforce-effectiveness.blogspot.com/2006/05/waterline-of-visibility.html>

# What Is Implicit Bias?

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What does the term “implicit bias” mean to you?





# Bias and Implicit Bias

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“**Bias** consists of attitudes, behaviors, and actions that are prejudiced in favor of or against one person or group compared to another.”

“**Implicit bias** is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors. Research has shown implicit bias can pose a barrier to recruiting and retaining a diverse scientific workforce.”

Source: NIH Scientific Workforce Diversity

<https://diversity.nih.gov/sociocultural-factors/implicit-bias>



# Implicit Bias Training

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Free online course offered through the National Institutes of Health,  
Office of Scientific Workforce Diversity

Three modules for total of a about one hour, 10 minutes to complete

**“Great minds think differently!”**

[https://diversity.nih.gov/Implicit\\_Bias/story.html](https://diversity.nih.gov/Implicit_Bias/story.html)

# Implicit Bias in Health Care System

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How Does Implicit Bias Affect Health Care? (Video): 2:36 minutes

2021 Institute for Healthcare Improvement

<https://www.youtube.com/watch?v=ze7Fff2YKfM>

Outsmarting Implicit Bias (Video): 4:48 minutes

<https://www.youtube.com/watch?v=d2tv3Vzy0VU>

# Implicit Bias in Health Care System

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Sharing of thoughts on videos and on observations in workplaces

# Implicit Bias in Education

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Implicit Bias in Action: Gabi and Jo (Video): 4:21 minutes

Center for Urban Education

[https://www.youtube.com/watch?v=u3aCKTfei\\_4](https://www.youtube.com/watch?v=u3aCKTfei_4)

# Implicit Bias in Education

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Sharing of thoughts on videos and on observations in education



# Microaggressions

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## Video on an encounter in a supermarket

This video may be viewed independently after session.

How a racist experience in the supermarket was averted. An excerpt from the film: “Cracking The Codes,” a production of [World Trust](#).

[https://www.facebook.com/ainsworthforYOU/videos/1256930137650529/UzpfSTE1MTQ3MzQ0Nzc6Vks6NzMyMDMxMjMwNjk3OTQy/?multi\\_permalinks=733044850596580%2C732031230697942%2C731328947434837%2C729474724286926&notif\\_id=1596037167176225&notif\\_t=group\\_activity](https://www.facebook.com/ainsworthforYOU/videos/1256930137650529/UzpfSTE1MTQ3MzQ0Nzc6Vks6NzMyMDMxMjMwNjk3OTQy/?multi_permalinks=733044850596580%2C732031230697942%2C731328947434837%2C729474724286926&notif_id=1596037167176225&notif_t=group_activity)

# Tools for Self-Reflection/Self-Evaluation

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## Issues to Address

- ❖ “Hidden Insecurities”
- ❖ Hidden Biases
- ❖ Microaggressions
- ❖ Privilege
- ❖ Entitlement

## Selected Tools

- ❖ Reflective Journals
- ❖ Advocacy, Policy
- ❖ Collaboration, Cooperation, Competition
- ❖ Learning from patients and colleagues
- ❖ Mentors/Preceptors, Supervisors
- ❖ Focus on Cultural Competence/ Focus on Empathy

# Selected Terms to Know

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- ❖ Bias
- ❖ Implicit Bias
- ❖ Cultural Competence
- ❖ Empathy
- ❖ Diversity, Equity and Inclusion (DEI)
- ❖ --isms: Racism, Classism, Ageism, Ableism, Sexism, Homophobia, Xenophobia
- ❖ Stigma
- ❖ Microaggression
- ❖ Active Listening (Verbal and Non-verbal Communication)

# Round Robin Discussion of Application

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# Summary of Applications

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1. Participate in on-line or face-to-face training
2. Maintain a reflective journal
3. Practice empathy and active listening
4. Golden Rule: Treat all patients and colleagues the way you would want others to treat you and your loved one



# Questions/Answers/Comments

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# References

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Bread for the World Institute. “Applying Racial Equity to U.S. Federal Nutrition Assistance Programs: SNAP, WIC and Child Nutrition.”

[special-report-applying-racial-equity-august-2019.pdf \(bread.org\)](#)

USDA Food and Nutrition Service Position Statement

[Cultural Transformation and Diversity & Inclusion | USDA-FNS](#)

The Economic Burden of Racial Health Inequalities in the United States  
by Thomas A. LaVeist, Darrell Gaskin, and Patrick Richard

International Journal of Health Services, 2011, Volume 41, Number 2,  
Pages 231–238,

[https://www.ncbi.nlm.nih.gov/pubmed/21563622](#)

# Resources Selected Videos

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## **Implicit Bias in Health Care System**

How Does Implicit Bias Affect Health Care? (Video): 2:36 minutes

2021 Institute for Healthcare Improvement

<https://www.youtube.com/watch?v=ze7Fff2YKfM>

How Implicit Bias Impacts Patient Outcomes (Video): 9:43 minutes

with Tanya R. Sorrell, PhD

American Nurses Association

<https://www.youtube.com/watch?v=YFJKOHtYw9s>

Outsmarting Implicit Bias (Video): 4:48 minutes

<https://www.youtube.com/watch?v=d2tv3Vzy0VU>

## **Implicit Bias in Nutrition and Dietetics**

Battling Bias in Nutrition Research (Video): 16:40 minutes

The Agenda with Steve Paikin (Ontario, Canada)

with Marion Nestle, author of *Unsavory Truth: How Food Companies Show the Science of What We Eat*

<https://www.youtube.com/watch?v=wANk7QkjsZA>

## **Implicit Bias in Education**

Implicit Bias in Action: Gabi and Jo (Video): 4:21 minutes

Center for Urban Education

[https://www.youtube.com/watch?v=u3aCKTfei\\_4](https://www.youtube.com/watch?v=u3aCKTfei_4)

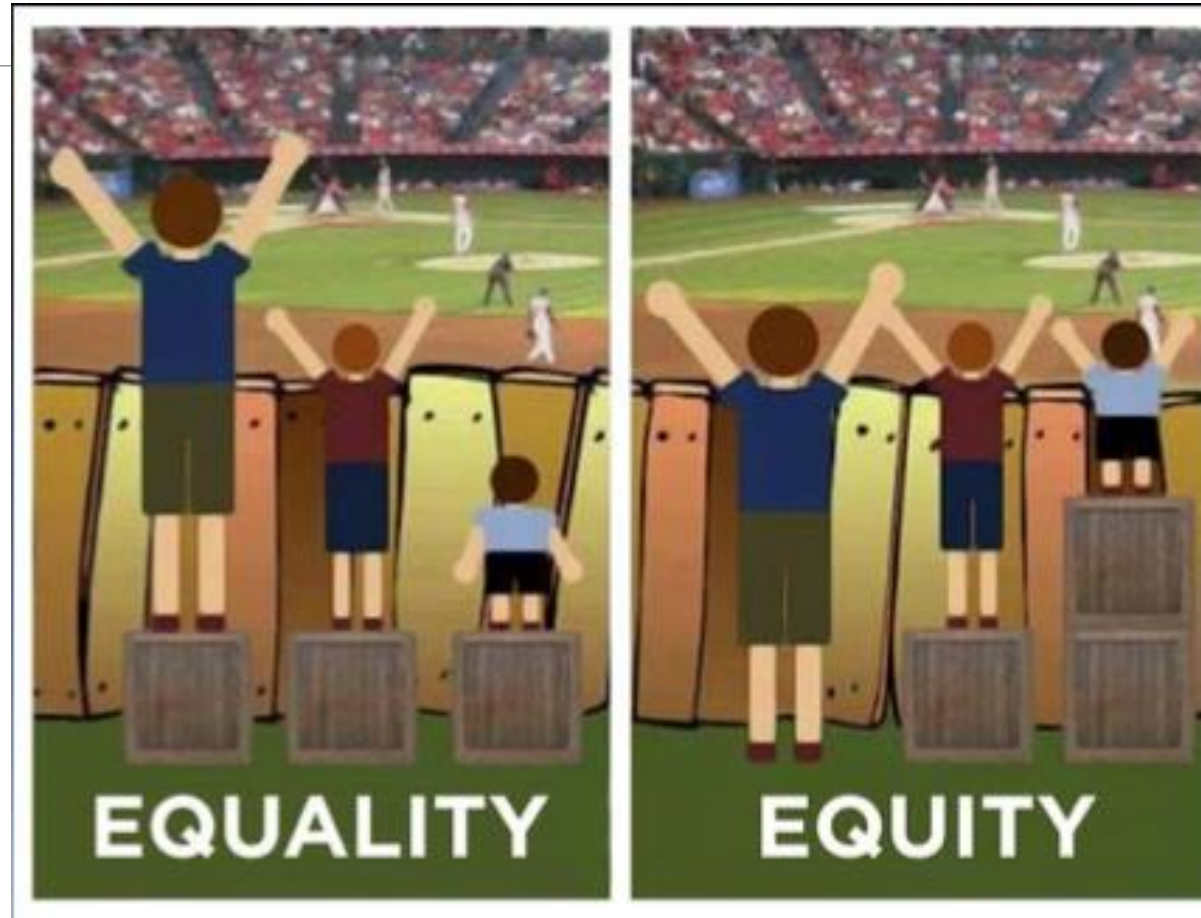
## **Implicit Bias in Criminal Justice System**

How Racial Bias Works—and How to Disrupt It (Video): 14:17 minutes

with Jennifer L. Eberhardt

<https://www.youtube.com/watch?v=rVNb53lkBuc>

# Equality Versus Equity



*Original Graphic: Craig Froehle, 2012*