

# Implicit Bias: Let's Talk About It! A Community Conversation

April 24, 2023 (12:30 PM - 01:30 PM)  
FIMR Community Action Team



# Respect Everyone-Ground Rules

- Speak Your Truth
- Seek to Understand
- Respect Others' Experience
- Disagree Without Conflict
- Make room for all voices to be heard, don't dominate the conversation.
- Confidentiality
- Take Care of Yourself

## How to Participate

### ZOOM:

- Please feel free to use the Chat function to share your thoughts during the conversation and ask questions
- If you would like to come off mute, please raise your hand.

### In-Person:

- Raise your hand if you want to make a comment or would like to ask a question.

# Implicit Bias: Break it down

Implicit bias refers to the unconscious (or automatic) attitudes or stereotypes that affect how we think, act and make decisions. These are often linked to people based on things like race, ethnicity, sexual orientation, age or looks. These links form over a lifetime.

- Everyone has implicit biases
- They can be good or bad
- Our implicit biases do not always reflect our values or thoughts
- Implicit biases can be changed and managed by new experiences and our efforts to address how we act.

# Themes brought up at our last conversation

- How healthcare plays a role in addressing implicit bias
- The uncomfortableness that addressing implicit bias can cause
- Negative impacts of calling implicit bias out.
- How we can keep others and ourselves accountable when we see implicit bias negatively impacting others in the community.

# Our Panel

**LaShonda Tate**  
*Community Advocate*

**Talibah Johnson**  
*Community Advocate*

# Community Survey Responses

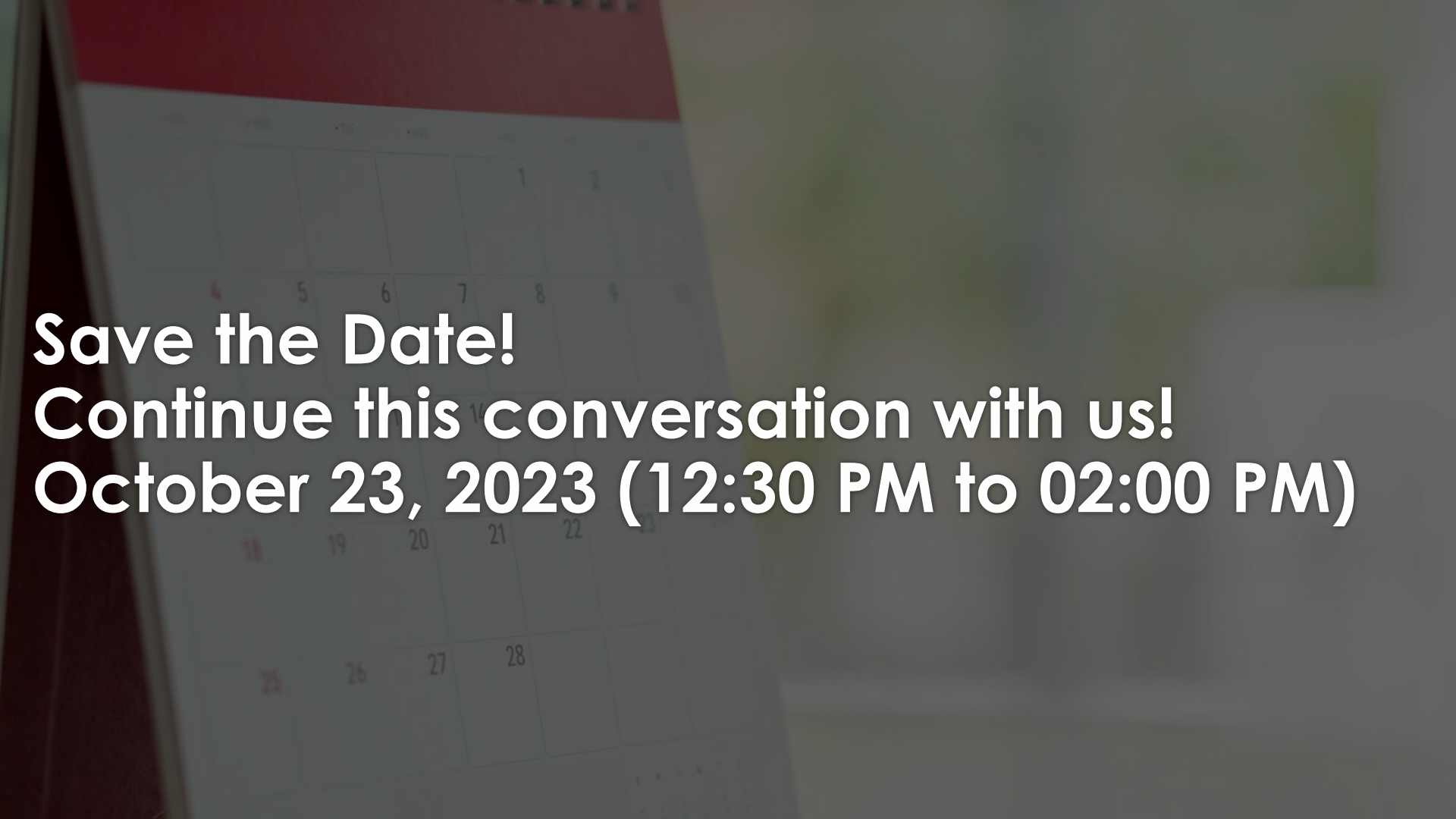
- What are we doing right and what can we improve
  - Doing Right: Safe space for these conversation, thought provoking conversations, Diverse group gathering
  - Improve: Open the floor to people not of color to share hesitancies/concerns/uncertainties, have more systems/ managers/ leaders present to these conversations,
- Missing Perspectives
  - Privilege persons perspective, Policy makers, Institutions, other POC, Other Minority groups, Aging population, Family perspectives (parents)
- Actions coming from this project
  - More advocacy events, list of resources and supports that one can access outside of these sessions, Community workshops on steps to speak openly to providers and other entities, workgroups with real life scenarios, content on cultural sensitivity to better understand others

# What's next?

## Community Aimed Action

- Invite Systems, policy makers, networks to these conversation so we can collectively figure out actions moving forward.
  - We want to community to guide the conversation so they can dictate the direction we will be taking action

LET'S CONTINUE THIS CONVERSATION AND SHIFT TO ACTION!

A calendar page is shown in the background, slightly out of focus. It has a red header and a grid of dates. The text is overlaid on the calendar. The text is white and bold. The text reads: "Save the Date! Continue this conversation with us! October 23, 2023 (12:30 PM to 02:00 PM)".

**Save the Date!**  
**Continue this conversation with us!**  
**October 23, 2023 (12:30 PM to 02:00 PM)**





**Questions or Comments-Let us know!**

**Website:**

**<https://www.fimrchicago.org/implicitbias>**

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