

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

October 23, 2023 (12:30 PM - 02:00 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

- Discussed “patterns” and “triggers” that we can recognize as an impact of implicit bias
- Assumptions made by healthcare staff about patients based on education level
- How implicit bias may lead to minimization of/poor management of health and/or mental health needs (based on missed connections, missed cues, miscommunication between providers and patients, lack of space for patient questions)
- Need for implicit bias training in medical settings and current standards for licensed professionals (want training that is not generalized, but focused on implicit bias in specific community of practice)
- Acknowledgement of intersectionality – individual identities are complex and health outcomes and perceptions of bias are impacted by multiple factors (such as race, socio-economic status, location in city, access to green space, etc.) Intent to treat individuals as individuals (goal of person-specific care).

Our Panel

Dr. Leslie Caldarelli
Neonatologist

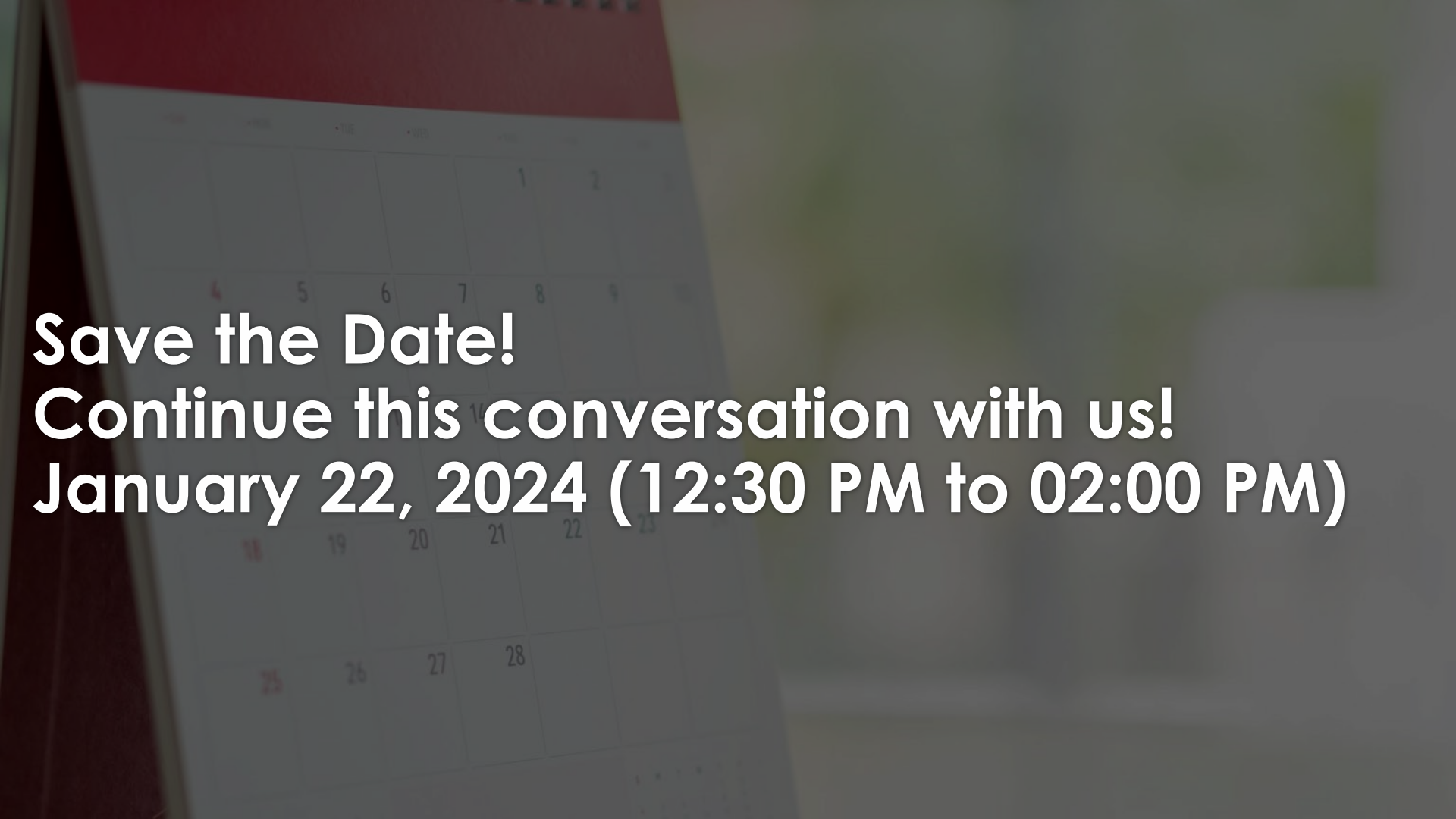
Leslie Caldarelli is a neonatologist at Prentice Women's Hospital and Lurie Children's Hospital. She is the Medical Director of the Neonatal Intensive Care Unit at Prentice Women's Hospital and the Neonatal Co-Lead of the Illinois Perinatal Quality Collaborative. In this role she currently is developing and implementing a statewide initiative addressing infant safe sleep environments and neonatal equity in Illinois.

What's next?

Community Aimed Action

- Hold a systems, policy makers, networks conversation on this topic. Share what has been learned from the community over the last year and invite them to collaborate with us on actions
 - Aim to hold event on Q1 2024
 - Create opportunities to ask questions and gain support for action moving forward
 - Invite them to participate in a community conversation
- Continue these community conversations and aim to hold a conversation in 2024 to start developing strategies to help support our communities

LET'S CONTINUE THIS CONVERSATION AND SHIFT TO ACTION!



Save the Date!
Continue this conversation with us!
January 22, 2024 (12:30 PM to 02:00 PM)



Questions or Comments-Let us know!

Website:

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

Email: fimr@bsd.uchicago.edu