Implicit Bias in the Manifestation of Trauma

21st Annual Arizona State University Summer Institute for Behavioral Health: Brave New World
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Best Practices while in a Zoom Workshop/Meeting

If you did not sign in with your first and last name, please change it on Zoom.

Check your internet speed. If you're on free wifi or have low bandwidth do the following:

Turn off all other software dependent on the internet.

“Raise hand” to ask a question or make a comment. The host will unmute your microphone. Click on the box "unmute myself" to speak.

Use the Q&A to ask general questions about content. Use the comment box for activities when directed.

Please keep handy a notepad, tablet, etc. on which to jot down ideas and do the reflective exercises.
Presenters

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Pacific Southwest Mental Health Technology Transfer Center Network
Objectives

Participants will develop a shared understanding of trauma and implicit bias.

Participants will experientially grapple with the concepts of prejudice, bias, and microaggressions.

Recognize the role implicit bias plays in the manifestation of trauma and how individuals respond.

Participants will learn ways to become self-aware regarding their own biases and microaggressions.
Agenda

- Introductions and agreements
- What is implicit bias? What is trauma?
- Explore individual and organizational strategies to challenge implicit bias and minimize trauma
- Individual and organizational tools for breaking bias, microaggression, and trauma cycle
- Q&A / Feedback / Closing
Participants are encouraged to take the free, online **Implicit Association Test** thru Project Implicit which measures attitudes and beliefs to support continued discussion and learning.
Our Role

We offer a collaborative MHTTC model in order to provide training, technical assistance (TTA), and resource dissemination that supports the mental health workforce to adopt and effectively implement evidence-based practices (EBPs) across the mental health continuum of care.

Our Goal

To promote evidence-based, culturally appropriate mental health prevention, treatment, and recovery strategies so that providers and practitioners can start, strengthen, and sustain them effectively.
Pacific Southwest Mental Health Technology Transfer Center (MHTTC)

Services Available

No-cost training, technical assistance, and resources

- Webinars
- Newsletter
- Affinity-group Learning
- Online Courses
- Tools
- Regional Trainings
- Individual Coaching
- Individual Consultation
Engagement Agreements

The workshop is only as useful as you intend it – so please participate fully via the chat box and the Q&A box, or by asking questions and providing comments via audio.

We understand that a discussion on trauma may reactivate past experiences. Please practice self-care as you participate in this workshop.

There are no right or wrong answers and questions – they are your responses, so please do not hesitate to share your thoughts and participate. It is by sharing that we can learn in a peer environment.

Prepare to be open to all perspectives shared during this workshop, recognizing that learning begins with having an open mind to new ideas and thoughts.

Have fun and give us feedback throughout and at the end of the session so that we can learn and improve our workshops.
Getting to Know YOU!

Using the chat box, please share:

• Your pronouns, organization, and role
• What is one thing you are hoping to learn from this session?
All That We Share: Why talk about Implicit Bias and Trauma?

https://www.youtube.com/watch?v=jD8tjhVO1Tc
Demographic trends shaping the US

- **Largest racial or ethnic minority group**: Hispanics projected to become largest minority group in electorate in 2020.
- **Family Structure**: A growing share of parents are unmarried.
- **Immigrants**: Immigration to the U.S. has tripled in the last 30 years. There are 40 million foreign born in the U.S. today (13%).
- **Religion**: Islam is now the fastest growing religion in the U.S.
- **Language**: Over 20% of Americans 5 years old and older speak a language other than English at home, with nearly half of those claiming to speak English less than "very well."

Sources: The New Science of Unconscious Bias: Workforce & Patient Care Implication, Critical Measures; Pew Research, 2019
Creating Common Ground

What is one word that comes to mind when you hear:
TRAUMA
IMPLICIT BIAS
Share with us — you do not need to leave zoom

Poll Everywhere

Respond at PollEv.com/changematrix335

Text 22333 with the word CHANGEMATRIX335
What is Trauma?

Individual trauma results from an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and that has lasting adverse effects on the individual’s functioning and mental, physical, social, emotional, or spiritual well-being.

SAMHSA’s Concept of trauma and guidance for a trauma-informed approach: https://store.samhsa.gov/shin/content//SMA14-4884/SMA14-4884.pdf
Traumatic Events

Traumatic events are scary, shocking or dangerous experiences that can affect someone physically or emotionally. Examples include:

• Natural Disasters (earthquakes, fires, etc.)
• Experiencing abuse, neglect, and/or violence
• Witnessing violence in the home or community
• Family member death or suicide
• Growing up in a household with substance use or mental health issues
• Accidents
• Prolonged Illness
• Pandemics
How our brain works

The problem? Too much information to process. Scientists estimate that we are exposed to as many as 11 million pieces of information at any one time, but our brains can only functionally deal with about 40.

The solution? Mental short-cuts. The brain seeks the simplest path to conclusions.

Source: The New Science of Unconscious Bias by Critical Measures
Implicit bias is a product of **System 1** thinking. We act on our implicit biases without awareness; thus they can undermine our true intentions.

To compare System 1 and 2 thinking, think of how we process simple addition like 2+2 vs. a complex algebraic equation that requires conscious thinking and effort to solve.

What is implicit bias?

• In 1995, Anthony Greewald and M.R. Benaji hypothesized that our social behavior was not entirely under our control.
• According to their study, the concept of unconscious bias (hidden bias or implicit bias) suggests that:

  “much of our social behavior is driven by learned stereotypes that operate automatically – and therefore unconsciously – when we interact with other people.”

What is Implicit Bias?

• The attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner.
• Activated involuntarily, without awareness or intentional control.
• Can be either positive or negative.
• Everyone is susceptible.

Implicit biases are robust and pervasive.

Implicit and explicit biases are related but distinct mental constructs.

Implicit associations do not necessarily align with our declared beliefs.

We generally hold implicit biases that favor our own in group.

Implicit biases have real world affects on our behaviors.

Implicit biases are malleable, therefore can be unlearned.

Acknowledging Implicit Bias

- Preference
- Conscious Bias or Explicit Bias
- Unconscious or Implicit Bias
Implicit Association Test

implicit.harvard.edu/implicit/takeatest.html
IAT: Understanding the Tool

• A computerized, timed dual categorization task that measures implicit preferences by bypassing conscious processing

• A collaborative investigation effort between researchers at Harvard University, University of Virginia, and University of Washington

• Examines thoughts and feelings that exist either outside of conscious awareness or conscious control
More than 20 million people have taken the IAT to reveal implicit bias in:

- AGE
- SEXUALITY
- RACE
- WEIGHT
- DISABILITY
- NATIVE AMERICAN
- RELIGION
- ASIAN
IAT Results: Self Reflection and Share

• What was your immediate reaction to your results?
• Does this represent who you are?
Microaggressions
Small acts, large impact
What exactly are Microaggressions, and why are they such a big deal?

University of Utah Tweet

https://twitter.com/uutah/status/1037481414856335360
Have you ever avoided sitting next to someone in public based on how you perceived their race, religion or ability?
The Assumptions We Make

https://www.youtube.com/watch?v=dfccrwUIROU
Self Reflection:
Can you spot your own biases?

What were messages or stereotypes you would hear about other groups from your family or community?

How did that influence your beliefs and values?

How did that inform your actions and behaviors?
Implicit Bias Impacts Every Sector

Child Welfare

Justice

Education

Mental Health

Substance Use

Health

Law Enforcement

Housing

Transportation
Implicit Bias → Perception of People, Places, Events → Mental Health Work → Communication with Clients → Clinical Decision-Making → Client Outcomes

Adapted from Opioid Response Network STR-TA:
Implicit Bias in Telehealth Services
## Microaggressions in Health Care Settings

<table>
<thead>
<tr>
<th>Theme</th>
<th>Description</th>
</tr>
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<tbody>
<tr>
<td>Mistaken Identity</td>
<td>When an assumption is made about the patient’s identity</td>
</tr>
<tr>
<td>Mistaken Relationships</td>
<td>When an assumption is made about family makeup/partners</td>
</tr>
<tr>
<td>Fixed Forms</td>
<td>When forms only allow selection of one category or “Other”</td>
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</tbody>
</table>
| Entitled Examiner          | When providers as probing questions outside what feel necessary for medical care related to stereotypes  
                            | When providers ignore race and culture, or their potential impact on health is not communicated                                                                                                                |
| Pervasive Stereotypes      | When providers hold low expectations about an individual seemingly due to their race or identity or make assumptions about education attainment, insurance, or finance                                                  |
| Intersectionality          | When participants identified microaggressions or feeling of awkward encounters in health care that they could not attribute to just race                                                                         |

Relationship between Implicit Bias and Trauma
IMPLICIT BIAS
MICROAGGRESSIONS

TRAUMA
Racial Trauma – when traumatization is due to the experiences of racism

Examples:

- Workplace discrimination
- Hate crimes
- Racial profiling by police
- Vilification of Identity

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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**RELATED**
• Looting Takes Place in View of La. Police AP - T

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Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana (AFP/Getty Images/Chris Graythen)

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(My Yahoo! and RSS)

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IMPLICIT BIAS
MICROAGGRESSIONS

TRAUMA
Trauma can contribute to bias

- Partner Violence
- Secondary trauma
- Racial Trauma
- Experiences with the law
- Community displacement
- Generational trauma
Strategies for Identifying and Mitigating Implicit Bias
Strategies for Identifying Implicit Bias

1. Engage in intergroup contact
2. Counter stereotypes
3. Be deliberative in how you process
4. Find common ground
5. Participate in educational programs/trainings
6. Check in with yourself
The A.C.T.I.O.N. Method by Cheung, Ganote and Souza (2016) suggests that microaggressions be addressed in six steps:

- **ASK** clarifying questions
- **CAREFULLY** listen
- **TELL** others what you observed that was problematic
- **IMPACT** consider for yourself or potential others
- **OWN** your response
- **NEXT** steps

**Strategies: Taking Action**
01 Actively engage in your community: Volunteer at community events, invest in local outreach, and develop relationships with relevant cultural organizations.

02 Research the cultural groups present in your community and learn how they perceive mental health services.

03 Do not ignore race and culture and their impact on how clients manifest or experience trauma.

04 Participate in educational programs/trainings:
- Consider how community members can help design training
- Cultural considerations for telehealth

05 Include cultural and linguistic competence as a performance measure for all employees.
Q&A and Final Reflection

Using the chat box, please share one action YOU will take as a result of this workshop?
Pacific Southwest MHTTC

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Simply search, tweet, follow, and like us today!
Thank you for attending!

We need to hear from you to keep bringing you these FREE resources!
Please take a few minutes to give us your feedback!
https://ttc-gpra.org/P?s=693870
We use it to plan our future events—and we are required to include it in our reports for our funder, SAMHSA.