



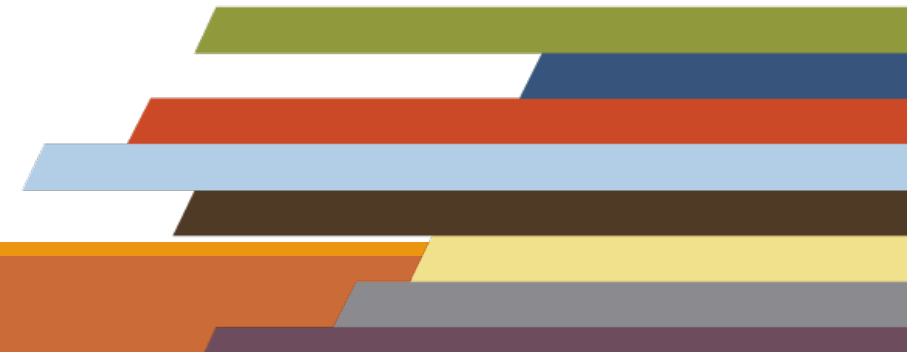
Pacific Southwest (HHS Region 9)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Implicit Bias and its Impact in the Mental Health Service Space

**EXPLORING CONCEPTS AND EXPERIENCES
(PART 2)**



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Reflections from Part 1

What is one way you can further build a diverse workforce in your organization?



Small Groups – Discuss IAT Results

- What did you choose?
- Why?
- What did you feel like as you did them?
- What was your immediate reaction to the results?
- Does this represent who you are?



Tools for Identifying Implicit Bias



Snap Judgments

- A hurried or impetuous decision or finding
- Making judgments about a person with insufficient evidence.
- In hiring:
 - Dismissing a candidate for minor reasons or labeling a candidate “the best” and ignoring positive attributes of the other candidates.
 - Stressing something trivial or focusing on a few negatives rather than the overall qualifications. Often occurs when the hiring or review process feels rushed.

Elitist Behavior or “Raising-the-Bar”

- Increasing expectations for women and underrepresented minority staff because their competency doesn't seem as trustworthy.
- Downgrading the qualifications of women and minorities, based on accent, dress, and demeanor. In short, uneven expectations based on a someone's social identity.

Negative and Positive Stereotypes

- Negative – Characterized by presumptions of incompetence. Research shows that the work of women and underrepresented minorities is scrutinized much more.
- Positive – Dominant group members are automatically presumed to be competent and receives the benefit of the doubt. Negative attributes are glossed over and success is assumed.

Cloning

- Thinking highly of someone with similar attributes or background. Also refers to undervaluing someone because their background is not familiar. Cloning limits the scope and breadth of approaches and perspectives in an organization.
- In hiring, this may be expecting candidates to resemble someone whom the search committee is replacing.

Good Fit/Bad Fit

- While this judgment may be about whether the person meets the programmatic needs for a position, it often is about how comfortable and culturally at ease the other colleagues feel with her/him.

Wishful Thinking

- For organizations to insist that racism, sexism, and other forms of prejudice no longer exist.

Group Discussion

- What organizational strategies and techniques can we implement to challenge implicit bias in mental health care?
- If we see bias in working with our clients, what do we do?





Q&A



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