

Strategies to Reduce/Neutralize Implicit Bias

1. Common identity formation. Ask interviewee questions about interests and activities that you share in common (Focus on a shared, common identity between YOU and the interviewee)
2. Perspective taking. (Take the perspective of a member of the group against which you have the unconscious bias)
3. “Consider the opposite”. (When data seem to point to one conclusion, briefly look for data supporting the opposite conclusion before making a final decision.)
4. Counter-stereotypical exemplars. (Spend time with or focus on individuals you admire from groups against which you have a bias.)

1. Lai. *J of Exp Psychology: General*. 2014, 143, 1765-1785.
2. Blatt. *Academic Medicine*. 2010, 85, 1445-1452.
3. Lord. *J Pers Soc Psychol*. 1984 Dec;47(6):1231-43
4. Lai. *J of Exp Psychology: General*. 2014, 143, 1765-1785.

Citation: Dr Quinn Capers
IV



Figure 3. A Framework for Health Care Organizations to Achieve Health Equity



Source: *Achieving Health Equity: A Guide for Health Care Organizations*. IHI White Paper. Cambridge, Massachusetts: Institute for Healthcare Improvement; 2016.

Additional resources

- Books:

Medical Apartheid, Harriet A Washington - deep dive into racism in medicine and medical experimentation

[How the Word is Passed](#), Clint Smith - brand new; poet, scholar and *Atlantic Magazine* staff writer Clint Smith traveled to eight places in the United States as well as one abroad to understand how each reckons with its relationship to the history of American slavery. I haven't read it yet but just listened to this [Brene Brown podcast](#) with Dr. Smith and I can't wait to read it and already have it on pre-order!

How to be an antiracist, Ibram X Kendi

- Ted Talk - Brian Williams, [How Racism Makes us sick](#)
- Ted Talk - Dorothy Roberts, [The Problem with Race-Based Medicine](#)
- [Link](#) to a Google drive with a lot of additional resources including book recommendations, Black-owned bookstores, Ted talks, films and articles.