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.)

Citation: Dr Quinn Capers
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Figure 3. A Framework for Health Care Organizations to Achieve Health Equity

1. Make health equity a strategic priority
   - Demonstrate leadership commitment to improving equity at all levels of the organization
   - Secure sustainable funding through new payment models

2. Develop structure and processes to support health equity work
   - Establish a governance committee to oversee and manage equity work across the organization
   - Dedicate resources in the budget to support equity work

3. Deploy specific strategies to address the multiple determinants of health on which health care organizations can have a direct impact
   - Health care services
   - Socioeconomic status
   - Physical environment
   - Healthy behaviors

4. Decrease institutional racism within the organization
   - Physical space: Buildings and design
   - Health insurance plans accepted by the organization
   - Reduce implicit bias within organizational policies, structures, and norms, and in patient care

5. Develop partnerships with community organizations
   - Leverage community assets to work together on community issues related to improving health and equity

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.