

Countering Bias & Stigma





Self-Compassion

It's like a mother, when the baby is crying, she picks up the baby and she holds the baby tenderly in her arms. Your pain, your anxiety is your baby. You have to take care of it. You have to go back to yourself, to recognize the suffering in you, embrace the suffering, and you get a relief.

Biases are **attitudes and beliefs** we hold about particular groups of people, conditions or characteristics. They can be unconscious or conscious



Your Trusted 5

NAME	RACE	EDUCATION LEVEL	AGE	SOCIO- ECONOMIC	GENDER IDENTITY	SEXUAL ORIENTATION
1.						
2.						
3.						
4.						
5.						



Short cuts







In-Group *Bias*



Biases:



1.

Are pervasive; we all have them. May be implicit or explicit

2.

We tend to think others are more biased, than we are

3.

May not align with our conscious beliefs and values



Many of us are on
both sides: we are the
target of bias, and we
also have biases about
others



When have you been
the object of **negative
bias?**



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Why does
it matter?



Stigma, judgments
and biases have
enormous impact on
our well-being.



Unconscious Bias causes:

- Chronic, toxic stress
- Poor quality care



Health:

Stigma and Bias cause chronic stress, which leads to higher rates of chronic diseases. Those of us that have historically been stigmatized have less access to health care, worse health care when we do get access, and as a result, worse health outcomes. This is especially true for Black people, and other people of color.





We have less access to education, good jobs and upward mobility in careers, causing deep economic disparity.

Negative bias is responsible for higher rates of arrests and incarceration, as with people of color, especially Black people

Answer:



B

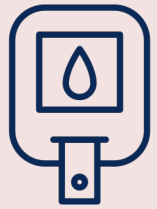
Asthma

D

Hypertension



Relapse Rates



15-30%

Diabetes



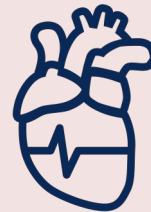
50-70%

Asthma



40-60%

Addiction



50-70%

Hypertension

McLellan et al., 2000



TRUE OR FALSE?

People with serious mental health conditions are often violent.



FALSE

People with serious mental health conditions are more likely to be the victims of violence than the perpetrators.



**People of color, the
LGBTQ+ community...**



**People with severe
mental health
conditions, addictive
disorders...**



**Mental illness is
associated with death
25 years earlier than
the general
population.**







Tell us about an experience where you or a family member experienced empathy or judgment, that effected your care...



I was told I was too cute to look like a “fat white girl” by my mother.

I was told I need to quick snacking by my parents while they made fun of me for 20 mins.

I had a doctor tell me to stop eating like a pig because we cannot currently find the right type of medicine control my blood sugar.

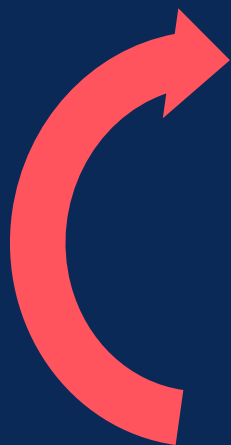
I was told by a provider I was too fat to ever have kids.

I decided to have a baby at age 40, my new doctor told me I was obese. I ran a half marathon the weekend before that appt. I left. I was pregnant 3 months later.





Unconscious Bias



Structural-isms



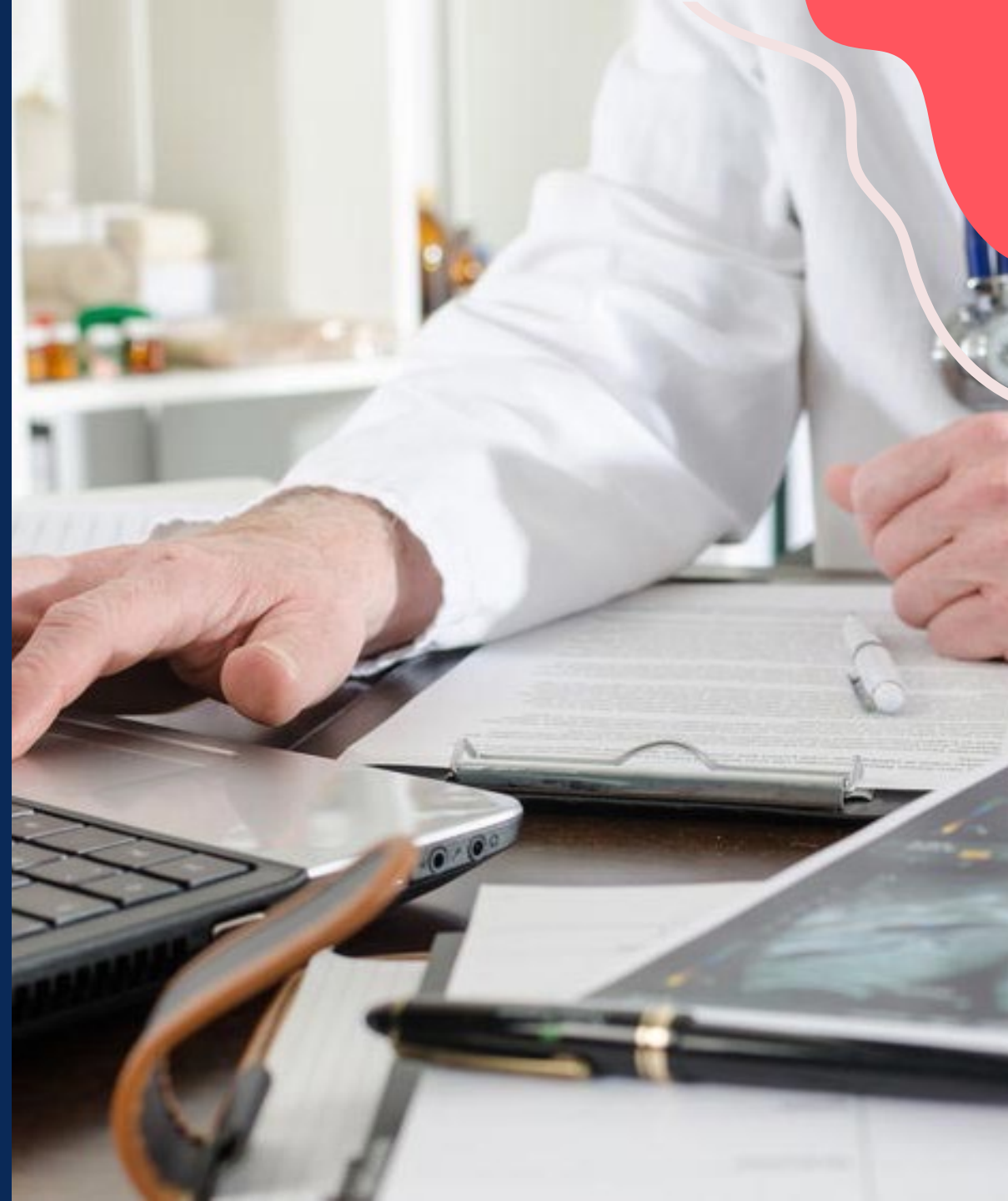
Stigma

Empathy



Which chronic disease has the highest relapse rates?

- A Diabetes
- B Asthma
- C Addiction
- D Hypertension



A pair of hands is shown from the wrist up, palms facing each other, holding several small, delicate flowers. The flowers are in shades of white and light pink, with some green foliage visible. The background is a dark, textured surface, possibly a wall or a backdrop, with more of the same flowers scattered across it. The lighting is soft, highlighting the texture of the hands and the petals of the flowers.

What can I
do about it?



Where do our biases originate?

Family

Culture & Religion

School

Workplace

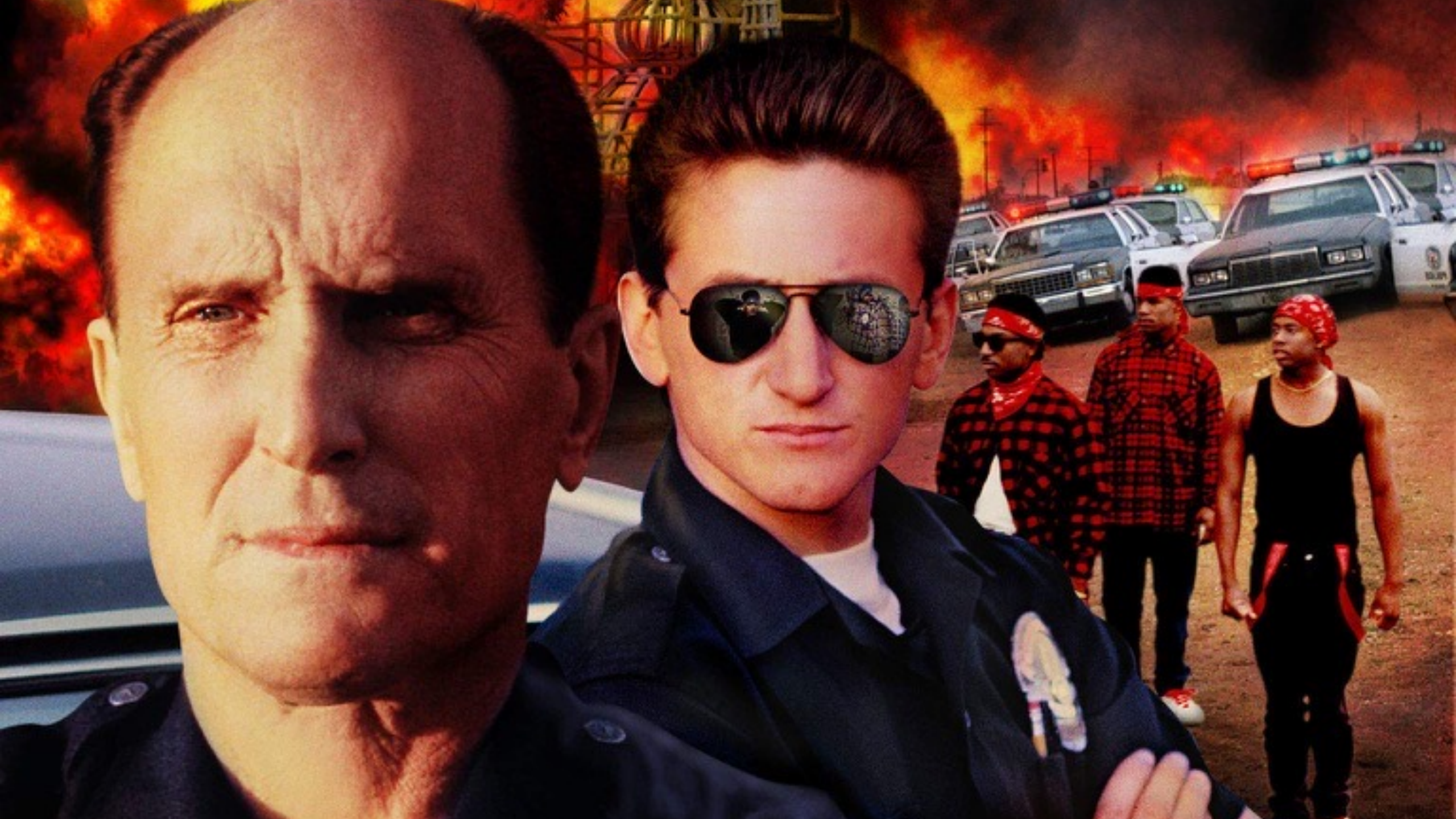
Magazines
& Books

Social media,
commercials,
ads, etc.

Peers

Movies & TV







Taking responsibility for countering *our*
biases.



Unconscious

Conscious

Invite

Discuss

Normalize



Identify *Cues*

- Positive urinalysis
- Parent yelling at child
- Skin color, age, gender, clothing

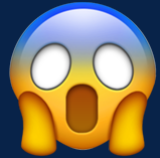


Notice *Thoughts*

- *Stereotyping:*
Just one more pain patient who is an addict.
- *Dismissal:*
What do you have to be depressed about?
- *Shoulds:*
She should care more about her kids



Notice: feelings and behavior patterns



Limited
smiles



Anxiety
& fear



Easily irritated



Fewer
connecting
statements




Avoiding eye
contact



Lack of
curiosity



A photograph of two Portland Police officers in riot gear. The officer in the foreground is wearing a helmet with a visor, a gas mask with a yellow and black filter, and a tactical vest with 'PORTLAND POLICE' and 'PC 11 AND PC 12' visible. They are holding a black baton. The officer in the background is also in riot gear. The scene is dimly lit with some blue and red light sources visible on the left. The text 'Once we are aware, how can we counter stigma & biases, in the moment?' is overlaid on the left side of the image.

Once we are aware,
how can we counter
stigma & biases, in the
moment?

Name
it to
Tame it

Aha, stereotyping...
Aha, judgment...



Use Counter Cues Move into Empathy



Identify
commonalities



Wonder what hardships this
person has experienced

Use Counter Cues Move into Empathy



Imagine what the person is
experiencing from their
perspective



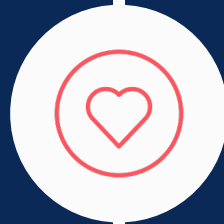
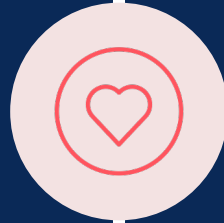
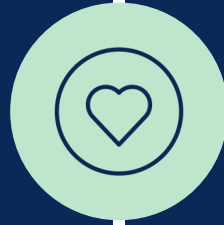
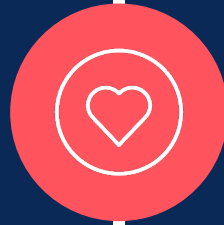
Imagine the person when
they were a child

Commit to talking openly about
this process to our kids, co-
workers, friends & others.

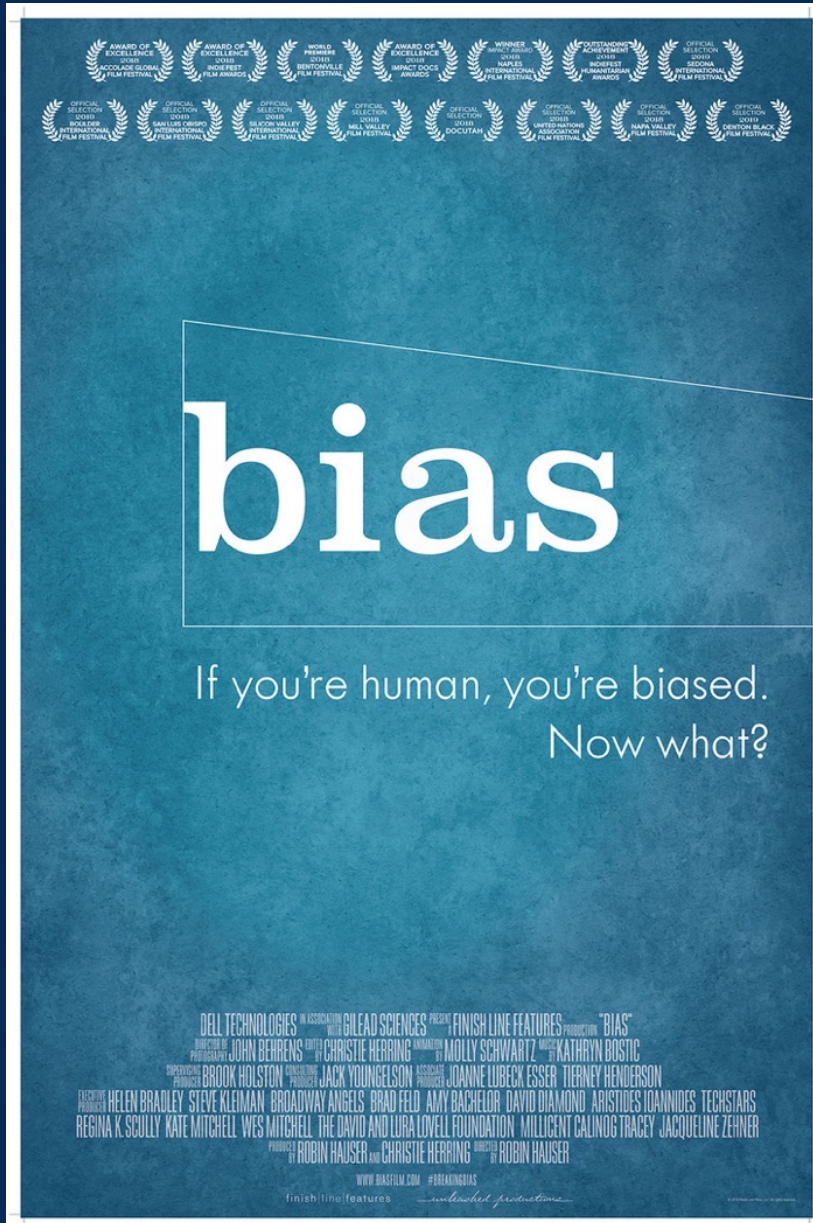


We can continually deepen our understanding of how **our language has shaped and perpetuated stigma, bias and judgment.**

And commit to and to stop using, **words that are stigmatizing**, thinly veiled racism, or strengthen implicit bias.



*Addict thugs ghetto crazy
'dirty' (drug tests) 'clean' (not
using drugs), illegal aliens
looting rioting user
forefathers, drug seeking non-
compliant*



[Watch 'Bias'](#)



[Take a bias test](#)



[Research & Reading](#)



[The Language of Diabetes -
Slides & Recording](#)



[Wellness Care for People of Size -
Slides & Recording](#)



[Bibliography, annotated](#)



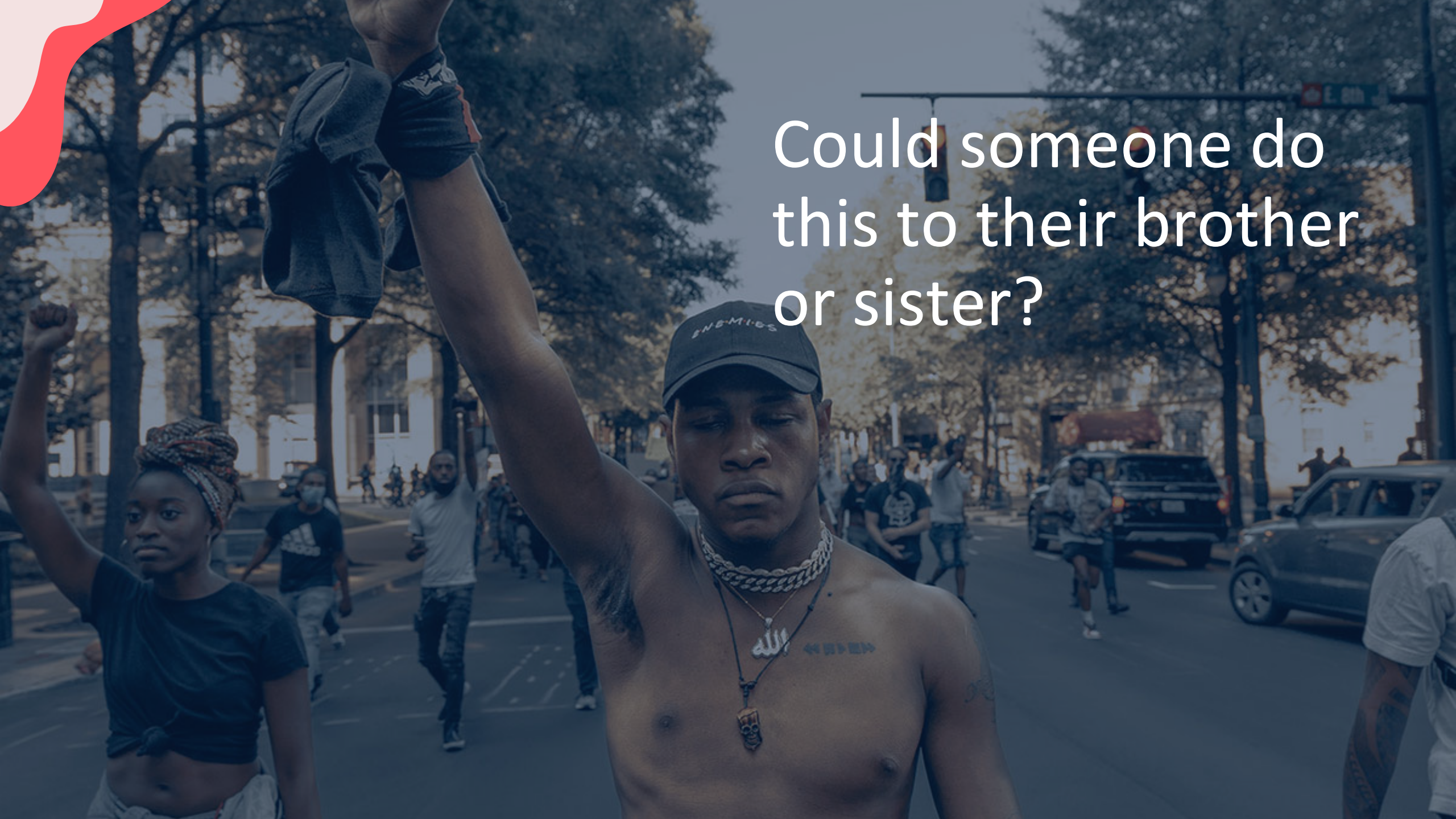
Lack of empathy (***bias that brown people are less human than we are***) creates policies to take children from their parents and put them in cages

Could people do
this to their own
children?



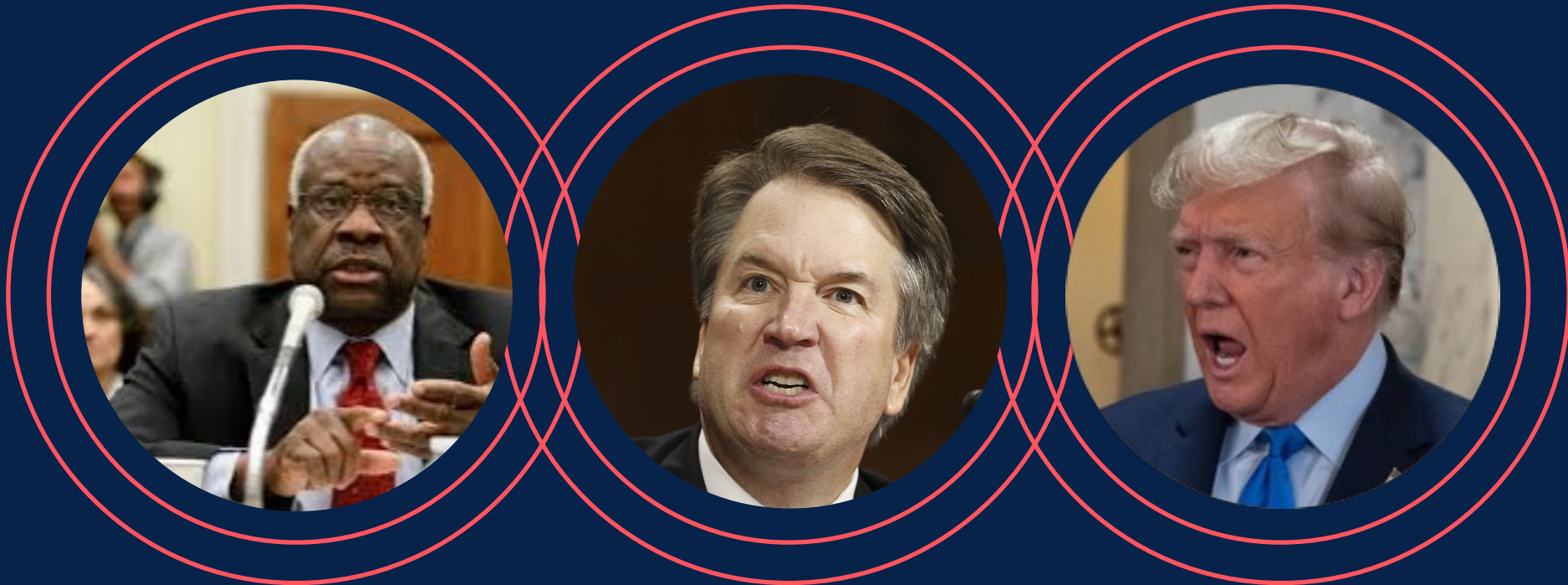
Lack of empathy (**bias that black people are less human than we are**) is responsible for one person to be able to kick, hit, hurt, harm, and even kill another

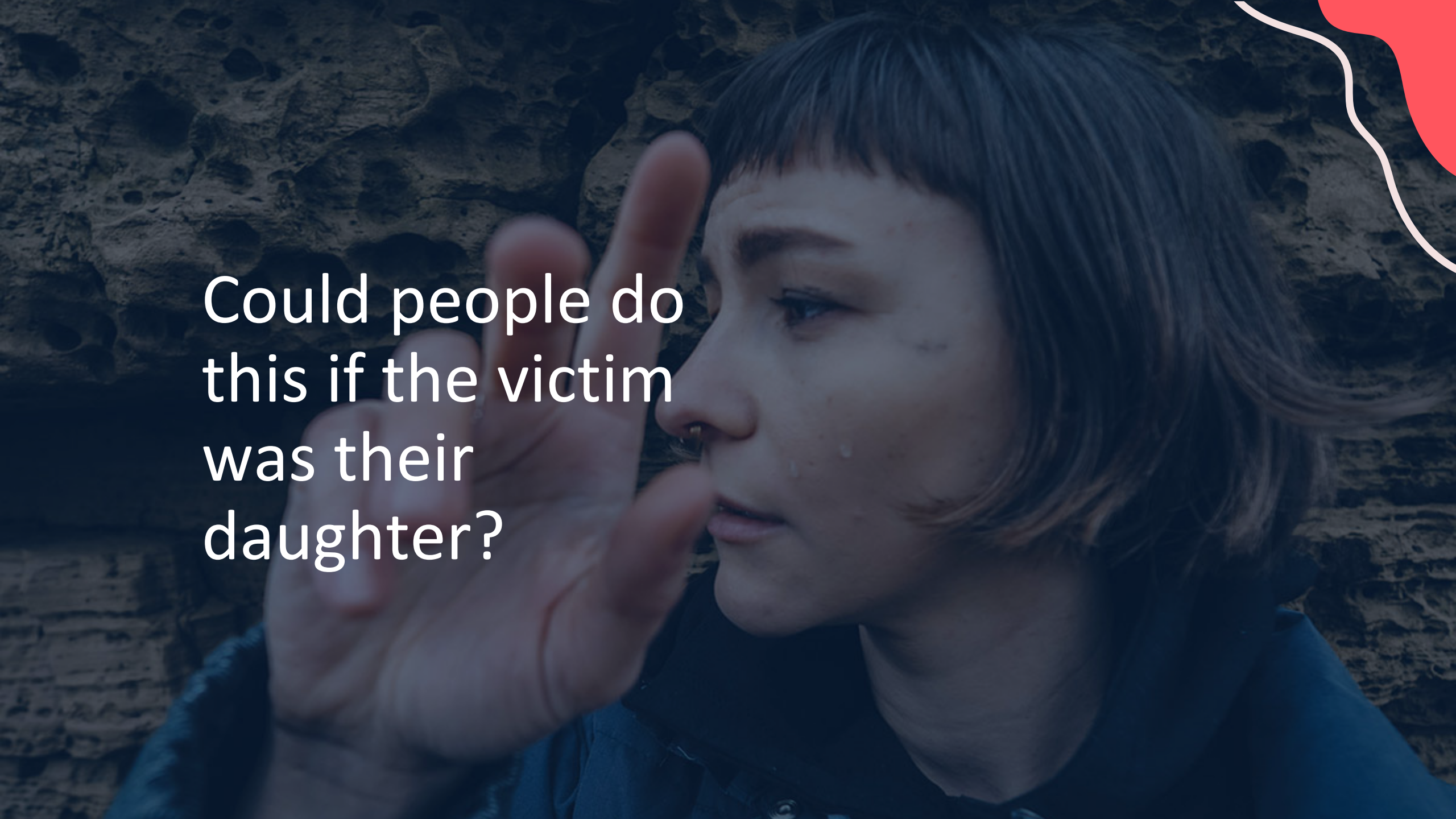




Could someone do
this to their brother
or sister?

Lack of empathy (***bias to that women are less human than others***) is responsible for elevating men who have harassed, assaulted and raped women to the highest offices in the country.





Could people do
this if the victim
was their
daughter?