

What is Stigma & Bias?

WHAT IS STIGMA & BIAS?



02

Negative judgments & biases are similar. Sometimes these phrases are used interchangeably.



04

Everyone has negative biases, judgments, & stigma around particular groups of people, no one is free from it.



01

Negative biases are a cluster of negative attitudes and beliefs about people with certain characteristics. These get expressed in words, actions, policies & laws.



03

Stigma, judgment and bias can be implicit, meaning we didn't really choose to feel that way, & we aren't aware that we do.



05

Some groups of people who are historically stigmatized are people of color, (in the US, especially Black people) immigrants, the LGBTQ community, those with addictive disorders & serious mental health conditions.

**Why does
it matter?**



The background features a blue gradient with several stylized human figures in shades of blue and purple. A large, light blue figure is centered, surrounded by two concentric circular lines. Smaller, darker blue and purple figures are positioned around the central figure. Small blue squares are scattered in the upper right and lower left corners.

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

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

A pair of hands is shown from a top-down perspective, gently holding several small, delicate flowers. The hands are positioned in the center of the frame, with fingers slightly spread. The flowers are a mix of small white blossoms and tiny pink buds, some of which are held in the palms and others are scattered around. The background is a dark, almost black, textured surface, possibly a dense arrangement of foliage or a dark fabric, which makes the light-colored flowers and the skin of the hands stand out. The overall mood is soft and contemplative.

**What can I
do about it?**

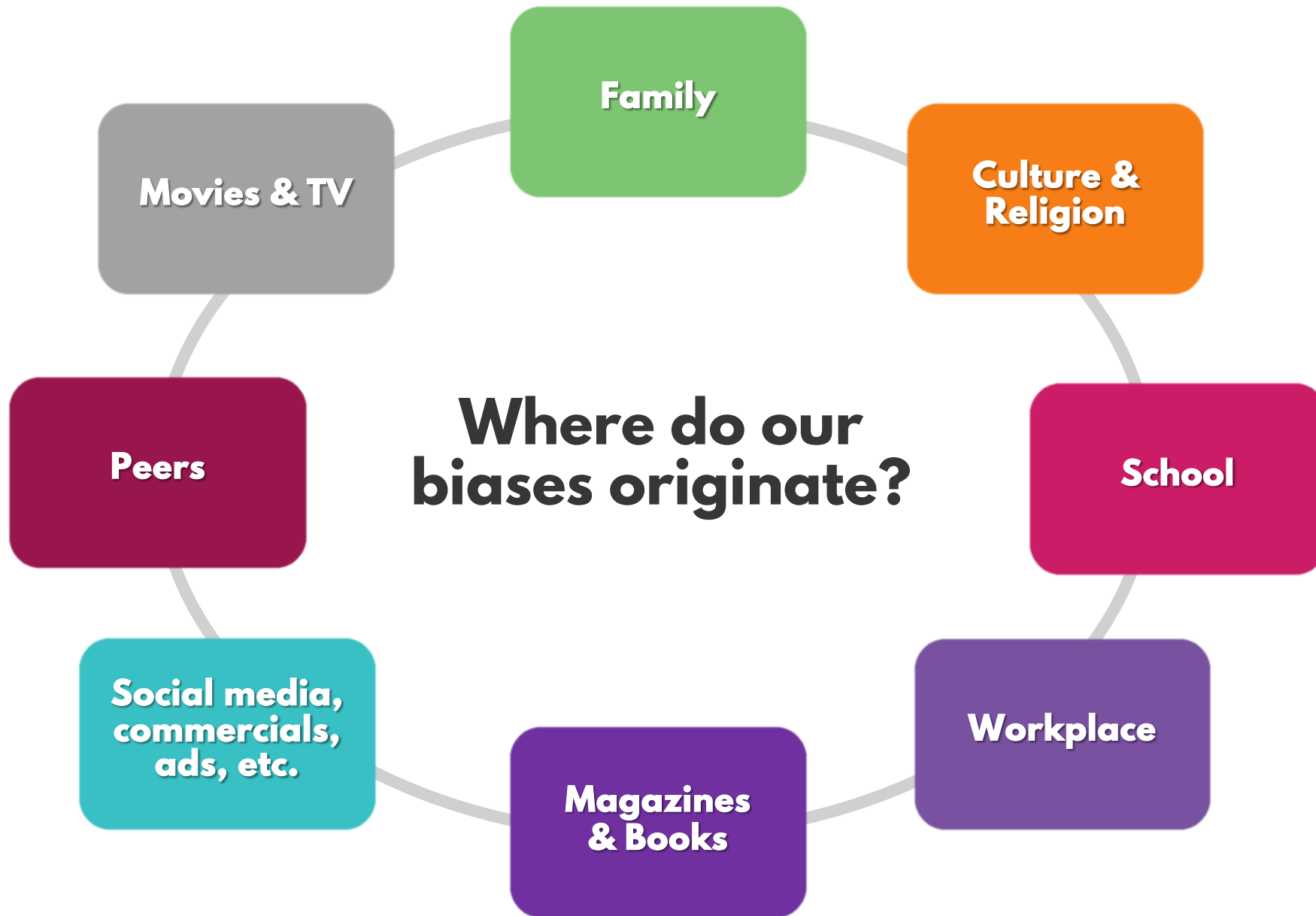
01

**Accept we all
have biases.**

Unconscious



Conscious



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



02

**Increase awareness of
our unconscious biases.**

Notice: feeling or thought patterns around people with particular characteristics or conditions.



Dread



Anxiety
& fear



Easily
irritated



Rushing

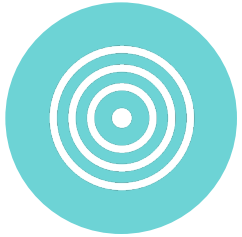


Lack of curiosity



Avoiding eye
contact

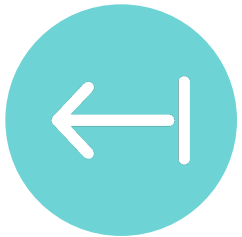
Notice: feeling patterns around people with particular characteristics or conditions.



- **Stereotyping:**
Just one more chronic pain patient who has an addiction.



- **Shoulds:**
She should care more about her kids



- **Dismissal:**
What do you have to be depressed about?

03

**Take responsibility for
countering our biases.**

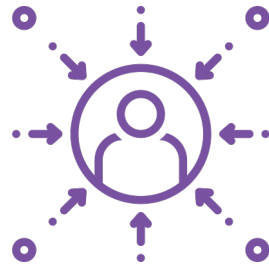
A black and white photograph showing several hands clasped together in a supportive grip. In the background, a person's face is partially visible, looking towards the camera. The overall mood is one of empathy and support.

**And move into
Empathy...**

Empathy is the opposite of...



**Negative
judgements**



**Negative
bias**



Stigma



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

A photograph of a family of four (a man, a woman, and two children) standing on a beach, looking out at several fishermen in the water. The fishermen are pulling a net. The scene is set against a backdrop of waves and a clear sky. The family is in the foreground, with the man on the right holding the hand of a young girl in a red shirt. To their left are a young boy in a dark quilted jacket and a smaller child in a patterned hoodie. The fishermen in the background are wearing various jackets and hats, and are actively engaged in their work. The overall mood is contemplative and somewhat somber.

**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?**

A police officer in tactical gear and a gas mask is the central focus of the image. The officer is wearing a dark uniform with "POLICE" visible on the vest. The background is dark and blurry, suggesting an indoor setting with some lights. The text "Once we are aware, how can we counter stigma & biases, in the moment?" is overlaid on the image. The word "aware" is highlighted in cyan, while the rest of the text is in white.

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

Use Counter Cues Move into Empathy



Identify
commonalities



Wonder what hardships this
person has experienced

Use Counter Cues to Move into Empathy



Imagine what the person is experiencing from their perspective



Imagine the person when they were a child

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~~*

04

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

**For more useful resources
please visit:**

www.emorrisonconsulting.com

