



NHATA EDAC PRESENTS:

IMPLICIT BIAS AND MICROAGGRESSIONS

IMPLICIT BIAS

WHEN AN INDIVIDUAL IS
NOT AWARE OF THEIR
EVALUATIONS OF A
CERTAIN GROUP.

VS.

MICROAGGRESSIONS

A SOMETIMES SUBTLE, WELL-
INTENTIONED COMMENT OR
QUESTION THAT CAN
NEGATIVELY IMPACT A
CERTAIN PERSON OR GROUP

AVOIDING BIAS AND MICROAGGRESSIONS

- BE OPEN AND REALIZE THAT THEY OCCUR. BE WILLING TO LEARN WHAT THEY ARE, WHEN AND WHERE THEY HAPPEN, AND HOW THEY CAN IMPACT THE PATIENT.
- RECOGNIZE THAT WE ALL HAVE IMPACT BIASES AND MAKE SURE TO CONFRONT THEM HEAD ON.
- HOLD ANTI-RACISM TRAINING AT YOUR FACILITY
 - ADDRESSING LEVELS OF INDIVIDUAL/INSTITUTIONAL ISSUES CAN HELP SHAPE HEALTH CARE WORKERS
- ESTABLISH A WHITE ALLY TO SERVE AS A SUPPORT SYSTEM
 - IMPORTANT FOR THEM TO BE VOCAL AND ACTIVE
 - THIS CAN BE PIVOTAL IN DECISION-MAKING TO HAVE SYSTEMATIC CHANGE WITHIN THE INSTITUTION