

# Implicit Bias and HIV Health Equity

---

Leisha McKinley-Beach, Founder  
Black Public Health Academy  
12-11-24



# Disclosures

- *This program is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number U1OHA30535 as part of an award totaling \$4.2m. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by HRSA, HHS, or the U.S. Government. For more information, please visit [HRSA.gov](https://www.hrsa.gov).*
- *“Funding for this presentation was made possible by cooperative agreement U1OHA30535 from the Health Resources and Services Administration HIV/AIDS Bureau. The views expressed do not necessarily reflect the official policies of the Department of Health and Human Services nor does mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government. Any trade/brand names for products mentioned during this presentation are for training and identification purposes only.”*
- *This content is owned by the AETC, and is protected by copyright laws. Reproduction or distribution of the content without written permission of the sponsor is prohibited, and may result in legal action.*



# Disclosures

- Moderator/Facilitator/Presenter for Gilead Sciences, Viiv, and Merck

# AETC Program National Centers and HIV Curriculum

- **National Coordinating Resource Center** – serves as the central web – based repository for AETC Program training and capacity building resources; its website includes a free virtual library with training and technical assistance materials, a program directory, and a calendar of trainings and other events. Learn more: <https://aidsetc.org/>
- **National Clinical Consultation Center** – provides free, peer-to-peer, expert advice for health professionals on HIV prevention, care, and treatment and related topics. Learn more: <https://nccc/ucsf.edu>
- **National HIV Curriculum** – provides ongoing, up –to-date HIV training and information for health professionals through a free, web –based curriculum; also provides free CME credits, CNE contact hours, CE contact hours, and maintenance of certification credits. Learn more: [www.hiv.uw.edu](http://www.hiv.uw.edu)



# Learning Objectives

This presentation will discuss:

Training designed to assist service providers with recognizing their own implicit bias and how it impacts service delivery and health outcomes specifically for communities of color

- 1. Highlight examples to assist participants with recognizing implicit bias*
- 2. Discuss ways to address implicit Bias*

# Remembering Our Vision



# What Is Implicit Bias

bias that results from the tendency to process information based on unconscious associations and feelings, even when these are contrary to one's conscious or declared beliefs:





Plain language- Immediate thoughts you get about a person. This could be from an experience you had or the way you were raised are two examples.

# What Is Implicit Bias

- A. Making decisions based on unconscious feelings
- B. Misunderstanding between two people in the workplace
- C. A human resource policy on how to handle employees
- D. Overt discrimination based on our feelings or beliefs

# Implicit Bias vs. Racism

Implicit bias is an unconsciously held set of associations about a particular group.

Racism is prejudice against individuals from a specific racial group and can be either explicit or implicit.



# Examples of Implicit Bias

Black boys are more likely to be expelled from school than whites



Classroom

Ethnic names on resumes are less likely to get a call back from a potential employer compared to whites



Workplace

Plea bargains are more generous for whites compared to Blacks

Racial Profiling and Police Brutality: Black men more likely to be victimized more than any other racial or ethnic group



Legal system

# Examples of Implicit Bias in Health

- Doctors more likely to provide pain medication to White clients vs. Black even with the same systems or diagnoses.
- Assuming that people who are overweight are in poor health
- Dismissing women's complaints about pain (including chest pain)



# Examples of Implicit Bias in HIV



12/11/2024



12/11/2024







12/11/2024

# Other Examples of Implicit Bias On HIV

- Assumptions about sexual behavior for those diagnosed with HIV
- Avoiding communication about status

# Implicit Bias Impact

- Delayed diagnosis
- Difficulty accessing care
- Poor treatment adherence
- **STIGMA**

# Q&A

Health

**The Washington Post**

# A Black doctor alleged racist treatment before dying of covid-19: 'This is how Black people get killed'

In a Facebook video, Susan Moore says the response to her request for pain medication made her 'feel like a drug addict.'

Moore, 52, died this week, another victim of a virus that is [ravaging African Americans](#) and exposing racial disparities and discrimination rampant in the nation's health-care system. Her video, first shared in physicians' Facebook groups and more broadly after Moore's death, has become a rallying cry to confront bias in the medical system.



“I’m Not Going  
To HELL For  
You Or This  
Job.”



# Outcomes of Implicit Bias

- Treatment disparities
- Misdiagnosis
- Dismissed pain
- Lower Quality of care

# Takeaway



Implicit Bias requires US to continue to have these types of conversations and commit to awareness and education about it



# References

- Black AIDS Institute- Black Women and PrEP [Black Women and PrEP – Black AIDS Institute](#)

# How to find me



[leishamckinleybeach@gmail.com](mailto:leishamckinleybeach@gmail.com)

[leisha@blackpublichealthacademy.com](mailto:leisha@blackpublichealthacademy.com)

<https://Blackpublichealthacademy.com>

[www.linkedin.com/in/leisha-mckinley-beach/](https://www.linkedin.com/in/leisha-mckinley-beach/)



[leisha.mckinleybeach/](https://www.facebook.com/leisha.mckinleybeach/)



[LeishaMcKinleyB](https://twitter.com/LeishaMcKinleyB)



[mckinleybeach](https://www.instagram.com/mckinleybeach)



26