Implicit Bias and HIV Health Equity

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Disclosures

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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



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

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

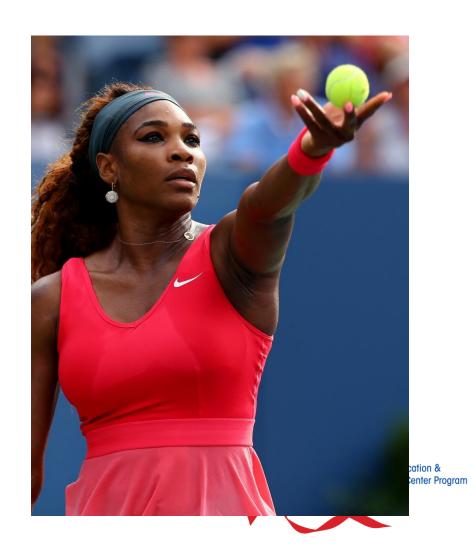
Plea bargains are more generous for whites compared to Blacks Racial Profiling and Police Brutality: Black men more likely to be victimized more than any other racial or ethnic group



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)

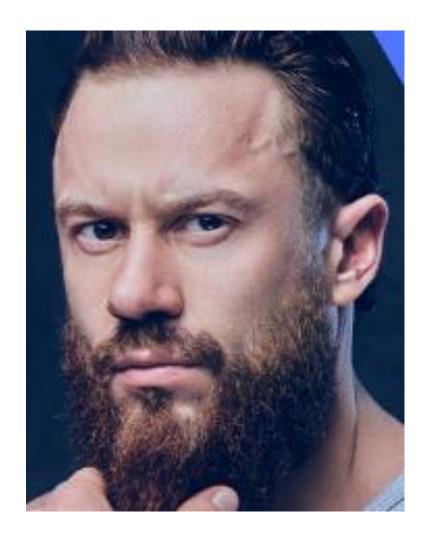


Examples of Implicit Bias in HIV











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."

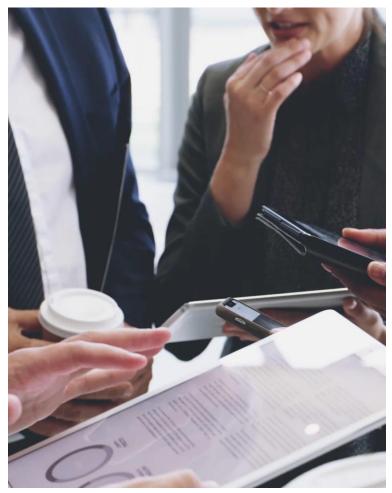


Outcomes of Implicit Bias

- 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 <u>Black</u>
 Women and PrEP – Black AIDS Institute



How to find me





26

