

## Disclaimers

- ▶ Participants will be exposed to group-level social experiences
- ▶ This approach is guided by Gestalt Theory
- ▶ The theory purports that corrective experiences occur when they are *live* (*happening now*) or in the 'here-and-now'
- ▶ This presentation is intended to provide a safe space to explore internal biases in the here-and-now

## Disclaimers

- ▶ Biases could include: racist and prejudice thoughts about people living with HIV/AIDS
- ▶ If you are not ready, now would be the time to take a restroom break (an hour restroom break)
- ▶ Importantly, understand that the presenter is positioned as non-biased and in many ways aligns and understand your point of view

My Asks...

Be open to the process

Who Am I?

# Targeting Unconscious Bias in Health Care

April 21, 2015



Unconscious bias, also called implicit bias, affects health care providers every day, especially when they are stressed or tired. Swift and automatic, it can reduce quality of care and even lead to medical errors.

You May Thinking...Where is This Going?

# Training Expectations

- ▶ Engage in multiple social experiences to explore individual bias
- ▶ Gain insight into hidden biases in a safe and educational environment
- ▶ Define Types of Bias
- ▶ Discuss ways bias might impact our work
- ▶ Understand the role of **awareness** to manage bias
- ▶ Explore how bias-awareness treats the “pre-infection”

# Checking Baggage at the Clinic Door

*Managing Personal Bias and Emotional Response*

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## About the Presenter

- ▶ Worked in HIV Prevention for 10 years
- ▶ Licensed Professional Counselor
- ▶ Health Educator
- ▶ Integrated health care
- ▶ AIDS Service Organizations
  - ▶ Mental Health Clinician
  - ▶ Prevention Specialist
  - ▶ HIV Testing Counselor
  - ▶ Clinical Director
  - ▶ Program Design/Implementation
  - ▶ Evaluation
  - ▶ Health Educator
  - ▶ Program Consultant

## Disclaimers

- ▶ Having too much fun at a work event
- ▶ Biases may be challenged
- ▶ The way you view your work may change
- ▶ The way you view yourself in your work may change
- ▶ It's ok to disagree with me
- ▶ There will be time at the end for Q&A
- ▶ I'm a horrible speller
- ▶ Relaxed, yet outcome driven presenter
- ▶ This is a safe & learning environment
- ▶ Reminder: If you are not ready, now would be the time to take a restroom break (an hour restroom break)
- ▶ Remember to breathe
- ▶ Safe word "Sean-Jon"

## Debrief

- ▶ How did you feel?
- ▶ What came up for you?
- ▶ Was it uncomfortable?
- ▶ What did you learn?
- ▶ What does this have to do with bias in a clinical setting?

## Mission Statement

- ▶ **Black, Gifted & Whole** is a revolutionary attempt to change the collective narrative of Black gay men. Our mission is to empower, educate and mobilize Black gay men by acknowledging, celebrating and affirming their whole selves
- ▶ We understand that solely focusing on the sexual behavior of these men has historically done them a disservice. Far too often, marginalized communities are left out of the equation when decisions are being made about their lives



## Types of Bias

- ▶ **Bias** is the negative evaluation of one group and its members relative to another
- ▶ **Explicit bias** requires that a person is aware of his/her evaluation of a group, believes that evaluation to be correct in some manner, and has the time and motivation to act on it in the current situation
- ▶ **Implicit bias** operates in an unintentional, even unconscious manner. This type of bias does not require the perceiver to endorse it or devote attention to its expression

Blair, I. V., Steiner, J. F., & Havranek, E. P. (2011)

## Can We Talk?

- ▶ Treatment starts with an HIV/AIDS diagnosis right?

# HIV Transmission 101

- ▶ HIV is a virus spread through certain body fluids that attacks the body's immune system
- ▶ Specifically the CD4 cells, often called T cells
- ▶ Over time, HIV can destroy so many of these cells that the body can't fight off infections and disease
- ▶ These special cells help the immune system fight off infections
- ▶ Untreated, HIV reduces the number of CD4 cells (T cells) in the body
- ▶ This damage to the immune system makes it harder and harder for the body to fight off infections and some other diseases
- ▶ Opportunistic infections or cancers take advantage of a very weak immune system and signal that the person has AIDS

*HIV/AIDS CDC, 2017*

# My Premise

“Our prevention and treatment methods must be as infectious as HIV”

Treatment starts with an HIV/AIDS diagnosis right...or does it start with our belief system and experiences?

# Can We Talk?

## Psychosocial Factors

- ▶ HIV-related stigma
- ▶ Stigma (internalized homophobia, homophobia)
- ▶ Mental health (depression, anxiety)
- ▶ Substance use (drugs & alcohol)

**Are associated with high-risk sexual behaviors that transmit HIV**

Gerbi, G. B., et al. (2012)  
Mimiaga, Matthew J., et al. (2015)  
Mayer, K.H., et al. (2014)

# My Premise

Pre-Infection

1. HIV is a virus spread through certain body fluids that attacks the body's immune system
2. Specifically the CD4 cells, often called T cells
3. Over time, HIV can destroy so many of these cells that the body can't fight off infections and disease
4. Untreated, HIV reduces the number of CD4 cells (T cells) in the body
5. This damage to the immune system makes it harder and harder for the body to fight off infections and some other diseases
6. Opportunistic infections or cancers take advantage of a very weak immune system and signal that the person has AIDS

1. Sexual practices, social norms, healthcare inequities contribute to HIV transmission
2. Specifically, protective factors such (social structures) as family, school, church and community health have failed to address the epidemic
3. Overtime, limited engagement by these social structures can diminish a culture's ability to fight off HIV
4. Failure of these structures to address and/or integrate HIV prevention reduces the ability of a group/subpopulation to fight off HIV
5. The damage caused by bias, health inequity, familial history of mental illness makes it harder for a community to address HIV
6. Psychosocial factors such as depression, anxiety, substance abuse and poverty disproportionately affect marginalized populations, thus, weakening the response of (a group) to reduce HIV infection

How does this relate to provider bias?

## A Message from Motivational Interviewing

- ▶ Intrinsic motivation for change arises in an accepting, empowering atmosphere that makes it safe for the person to explore the possibly painful present in relation to what is wanted and valued

Miller & Rollnick, 2002

## Self-Awareness

### Cultural Self-Awareness

- ▶ Belief in the innate superiority of one's own tribe to neighboring tribe or nation or race to another
- ▶ Our ideas about what is right or wrong/proper or improper/appropriate or inappropriate
- ▶ Influenced by cultural, religious, political and gender-typed upbringing

Sommers-Flanagan, 2009

# Self-Awareness

- ▶ Belief in the innate superiority of one's own tribe to neighboring tribe or nation or race to another

Do I think I'm better because I am a different race/ethnicity? What if I identify as the same race and I still feel superior? What does that say about me?

- ▶ Our ideas about what is right or wrong/proper or improper/appropriate or inappropriate

Do I think people are wrong for participating in natural sex? People who have gay sex is wrong. Not to mention, can't you see it puts you at risk.

- ▶ Influenced by cultural, religious, political and gender-typed upbringing

What does my community say about the people that I serve? Do I keep my job a secret in certain settings? Are any of my cultural views in conflict with the values of my agency? What does my political party say about the people I serve?

Sommers-Flanagan, 2009

# Synthesis: Integration of SELF

Individual Level of Awareness

Cultural Level of Awareness

- ▶ Are they congruent?
- ▶ If not, what do I want to do about it?
- ▶ If they are congruent, is there an area for growth?

## Social Experience

## The Perfect Match?

- ▶ I am Black
- ▶ I am male
- ▶ I am living with HIV
- ▶ I have the educational background
- ▶ I have the experience

*Since my male gay black clients understand this, it will be easier for me*

## Note from the Presenter

- ▶ Feelings and thoughts guide our behavior
- ▶ Our feelings and thoughts are guided by our experiences and expectations
- ▶ How we feel and perceive impacts our work in our environment...
- ▶ Don't be alarmed, even our technology impacts our thoughts

## Social Experience

- ▶ Google Search
  - ▶ *Group of Black People*
  - ▶ *Group of White People*

## Summary

- ▶ How does “who we are” impact the work we do?
- ▶ How does “who we associate with” impact the work we do?
- ▶ How does “what we believe in” impact the work we do?
- ▶ How might social media and technology influence our thinking?
- ▶ Does agency culture impact the work we do?
- ▶ How does national policy impact the work we do?
- ▶ What does this have to do with bias?

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