

A network diagram consisting of numerous small grey dots connected by thin grey lines, forming a complex web-like structure. The dots are of varying sizes and are scattered across the dark blue background.

# Countering Bias & Stigma



# Self-Compassion



“

*It's like a mother, when the baby is crying, she picks up the baby and she holds the baby tenderly in her arms. Your pain, your anxiety is your baby. You have to take care of it. You have to go back to yourself, to recognize the suffering in you, embrace the suffering, and you get a relief.*



Biases are **attitudes and beliefs** we hold about particular groups of people, conditions or characteristics. They can be unconscious or conscious



# YOUR TRUSTED 5

| NAME | RACE | EDUCATION<br>LEVEL | AGE | SOCIO-<br>ECONOMIC | GENDER<br>IDENTITY | SEXUAL<br>ORIENTATION |
|------|------|--------------------|-----|--------------------|--------------------|-----------------------|
| 1.   |      |                    |     |                    |                    |                       |
| 2.   |      |                    |     |                    |                    |                       |
| 3.   |      |                    |     |                    |                    |                       |
| 4.   |      |                    |     |                    |                    |                       |
| 5.   |      |                    |     |                    |                    |                       |





# Short cuts









# In-Group Bias





# — Biases:

**1.**

Are pervasive; we all have them.  
May be implicit or explicit

**2.**

We tend to think others are more biased, than we are

**3.**

May not align with our conscious beliefs and values

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





**When  
have you  
been the  
object of  
negative  
bias?**



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4980 9401**

**Why does  
it matter?**





The background features a dark blue gradient. In the center, there are three stylized human figures. The largest one is in the middle, rendered in a medium blue color. To its left and right are two smaller figures in a lighter blue color. Two large, light blue circular lines are drawn around the central figure, one above and one below, creating a sense of a protective or encompassing environment. There are also several small, light blue squares scattered around the figures, some appearing to be part of a larger pattern or data visualization.

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

# Unconscious Bias causes:

- **Chronic, toxic stress**
- **Poor quality care**



# 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

# Answer:

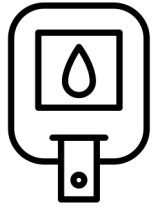
**B**

**Asthma**

**D**

**Hypertension**

# — Relapse Rates



**15-30%**

Diabetes



**50-70%**

Asthma



**40-60%**

Addiction



**50-70%**

Hypertension



**TRUE OR  
FALSE?**

**People with serious  
mental health  
conditions are often  
violent.**

# FALSE

**People with serious mental health conditions are more likely to be the victims of violence than the perpetrators.**


**People of color, the LGBTQ+  
community...**







**People with severe mental health conditions, addictive disorders...**

A man with a beard and short hair is sitting on a brown leather couch. He is looking off to the side with a thoughtful or somber expression. The background is a dark, muted blue-grey color. The text is overlaid on the left side of the image in a bold, white, sans-serif font.

**Mental Illness is  
associated with death 25  
years earlier than the  
general population.**







# Tell us about an experience where you or a family member experienced empathy or judgment, that effected your care....

I was told I was to cute to look like a "fat white girl" by my mother

I was told I need to quick snacking by my parents while they made fun of me for 20 mins

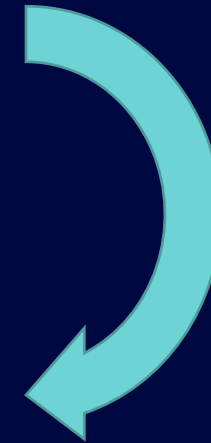
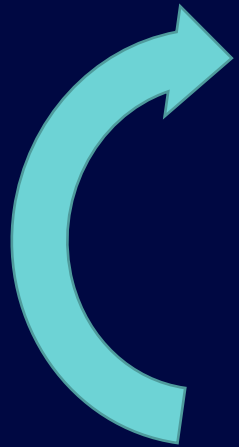
I had a doctor tell me to stop eating like a pig because we cannot currently find the right type of medicine control my blood sugar.

I decided to have a baby at age 40, my new doctor told me i was obese. I ran a half marathon the weekend before that appt. I left. I was pregnant 3 months later.

I was told by a provider i was to fat to ever have kids

**Unconscious Bias**

**Structural-isms**





# Which chronic disease has the highest relapse rates?



Diabetes



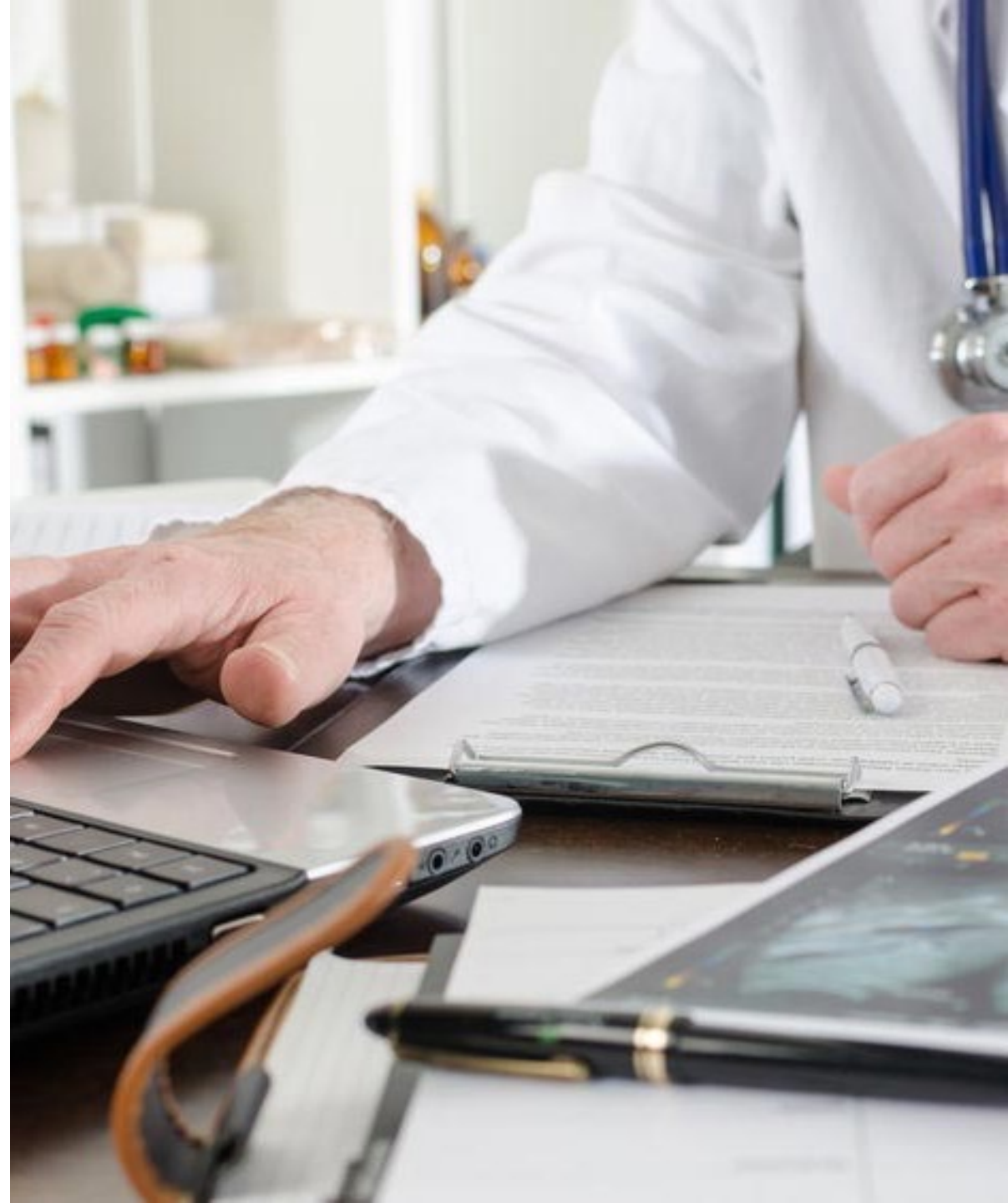
Asthma



Addiction



Hypertension



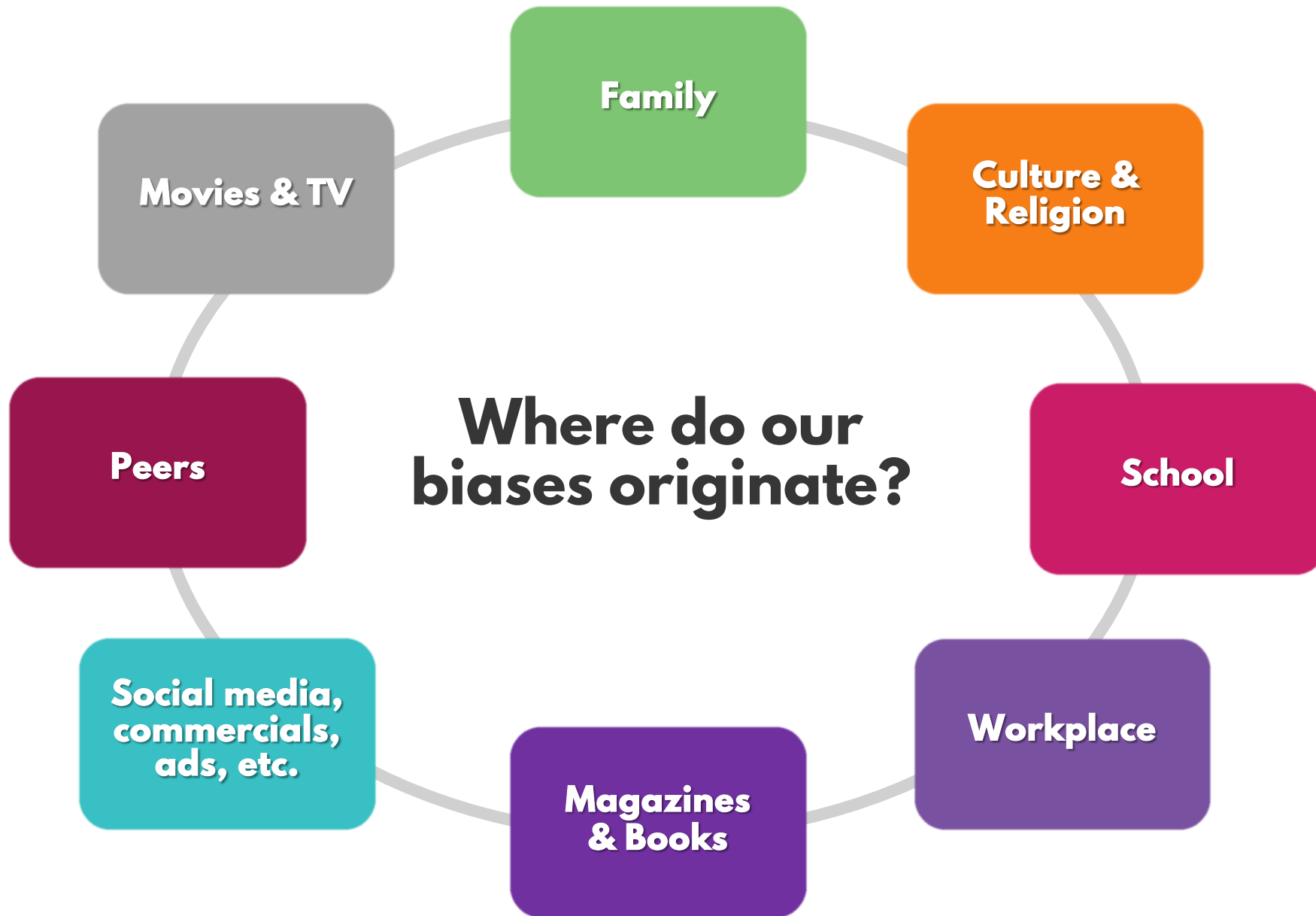
A pair of hands is shown from a top-down perspective, gently holding several small clusters of flowers. The hands are positioned in the center, with fingers slightly spread. The flowers are a mix of small white blossoms and tiny pink buds. The background is a dark, almost black, textured surface, possibly a fabric or paper, which makes the light-colored flowers and skin stand out. The overall mood is delicate and thoughtful.

**What can I  
do about it?**











**Taking responsibility for  
countering our biases.**



**Unconscious**



**Conscious**



**Invite**

**Discuss**

**Normalize**



# Identify Cues

- **Positive urinalysis**
- **Parent yelling at child**
- **Skin color, age, gender, clothing**

# — Notice Thoughts

- **Stereotyping:**

**Just one more pain patient who is an addict.**

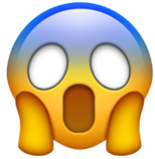
- **Dismissal:**

**What do you have to be depressed about?**

- **Shoulds:**

**She should care more about her kids**

# Notice: feelings and behavior patterns



Limited smiles



Anxiety & fear



Easily irritated



Fewer connecting statements



Avoiding eye contact



Lack of curiosity





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

**Name**

it to

**Tame** it



**Aha, stereotyping...**  
**Aha, judgment...**

# 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



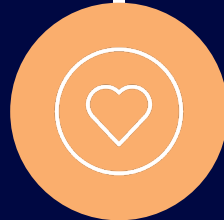
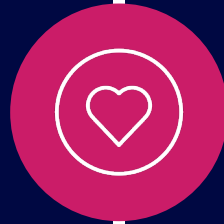
Imagine the person when they were a child



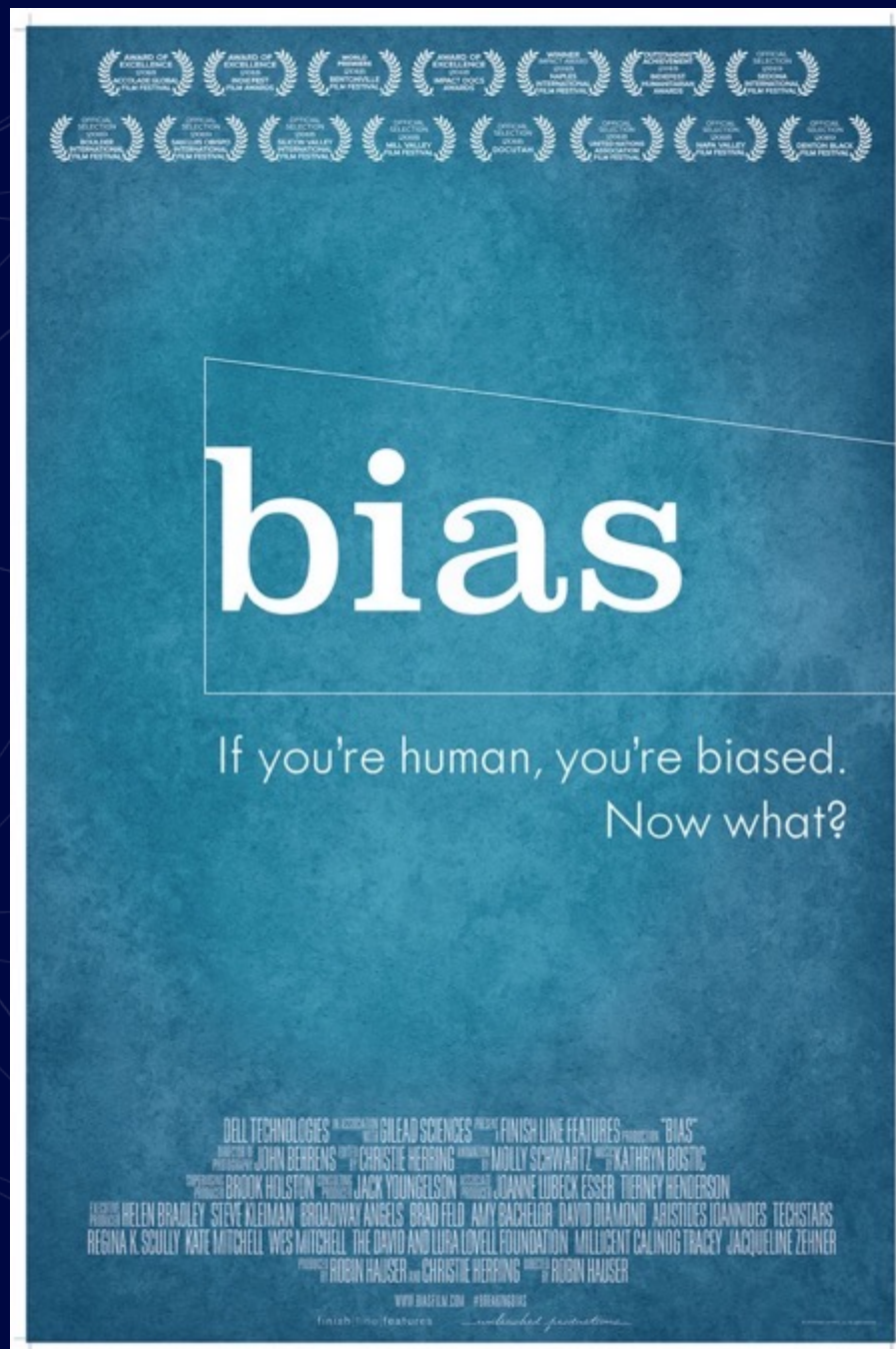
**Commit to talking openly  
about this process to our kids,  
co-workers, friends & others.**

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~~*



[Watch 'Bias'](#)



[Take a bias test](#)



[Research & Reading](#)



[The Language of Diabetes - Slides & Recording](#)



[Wellness Care for People of Size - Slides & Recording](#)



[Bibliography, annotated](#)