



The University of Kansas

Introduction to Implicit Bias

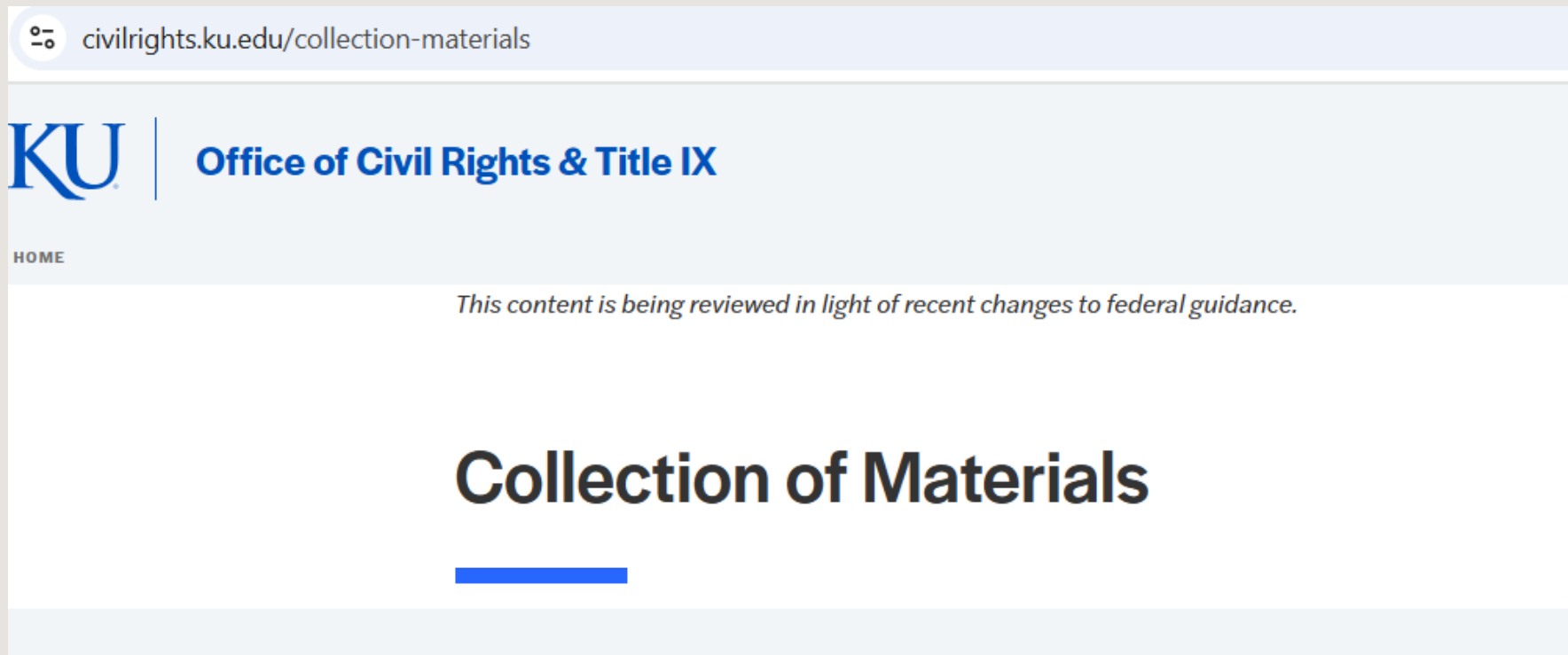
Clinical Research Personnel

Office of Civil Rights & Title IX

August 6, 2025



Compliance



Office of Civil Rights & Title IX (n.d.). *Ensuring Compliance with HB 2105*.
Office of Civil Rights & Title IX (n.d.). *Collection of Materials*.
Policy Library. (2024). *Publication Requirements for Diversity, Non-Discrimination, and Related Training Materials*.

Connecting to KUMC

Mission	Vision	Values
To educate leaders, build healthy communities, and make discoveries that change the world.	To improve lives and communities in Kansas and beyond through partnership and innovation in education, research and health care.	Integrity Respect Innovation Stewardship Excellence



Learning Outcomes

By the end of the training, participants will be able to:

- Define the terms "belonging" and "psychological safety."
- Recognize and describe social identity categories.
- Describe the concept of bias, how biases manifest, and how biases affect belonging.



Community Guidelines

- Be present and engaged
- Share airtime
- Don't freeze people in time
- Speak from your own experience
- Take the learning, leave the stories
- Differentiate between intent and impact
- Ouch, accept, educate
- _____



Accessibility & Content Warnings

- Accessibility
 - Please indicate or raise hand if you have any questions.
 - Feel free to ask us to slow down or repeat ourselves.
 - Take care of yourself – fidgets, water breaks, etc.
- Content Warnings
 - This content will encourage thoughtful reflection and explore topics of bias and identity.
 - Altogether, this material and/or case studies we discuss may surface potentially painful or triggering previous experiences.
 - Remember we want to be in a learning space where you are challenging your comfort zone but not so much that you can no longer participate.

Foundational Concepts



Belonging

Within the context of higher education, sense of belonging refers to an individual's (student, staff, or faculty) perceived social support on campus, a feeling of connectedness, and an experience of feeling accepted, respected, and valued both by one's peers and within the broader campus community.

Psychological Safety

“A climate where individuals feel comfortable and confident in expressing their opinions, asking questions, taking risks, and admitting mistakes without fear of negative consequences.”

A. Edmondson on Psychological Safety, 1999

Factors Affecting Community

- Perception of self compared to group
- One-on-one interactions
- Group interactions
- Observations of others' interactions

Experiences in &
Impression of
Community

It takes all of us to have healthy and vibrant communities.

Andreatta, B. (2022). A culture of belonging starts with psychological safety. Chief Learning Officer - CLO Media.

Cohen, G. (2022). Speaking of Psychology: How the need to belong drives human behavior.

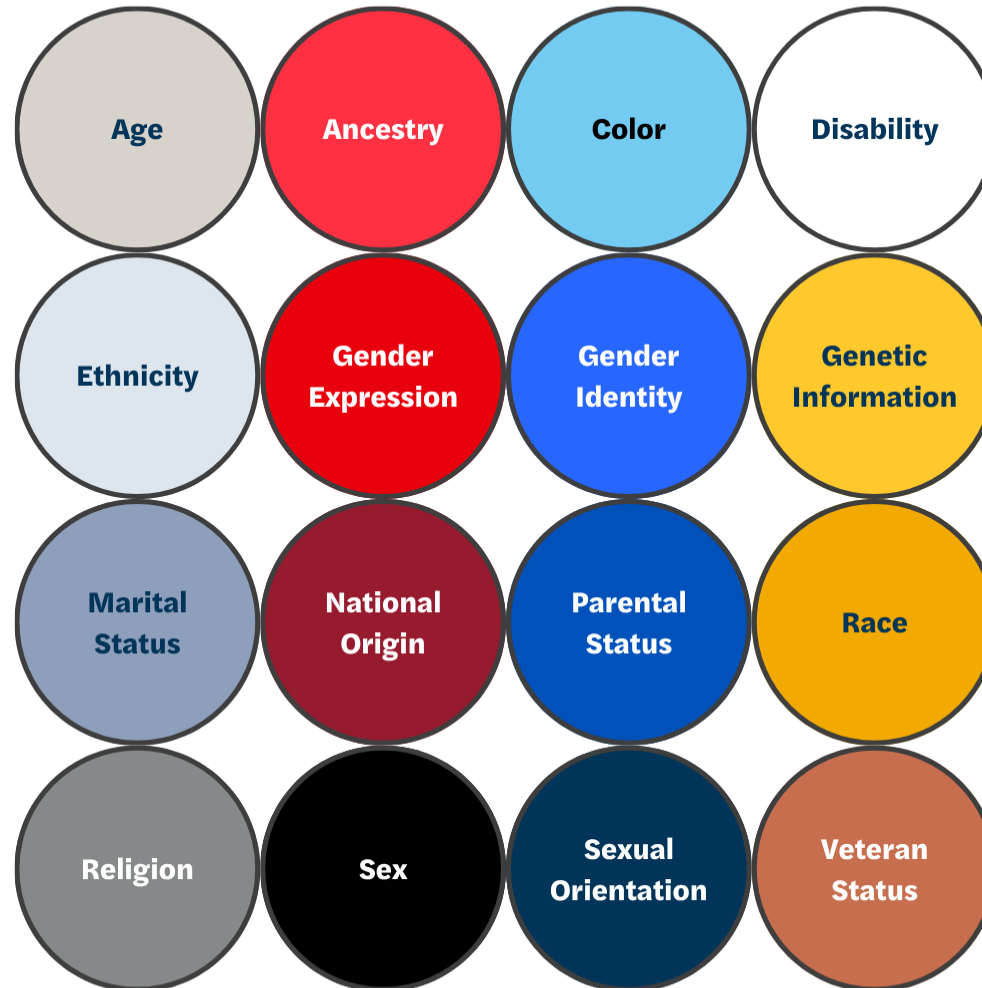
Tyner, A. R. (2021). The inclusive leader: Taking intentional action for justice and equity. American Bar Association, Solo, Small Firm and General Practice Division.



Individual Identity & Experiences

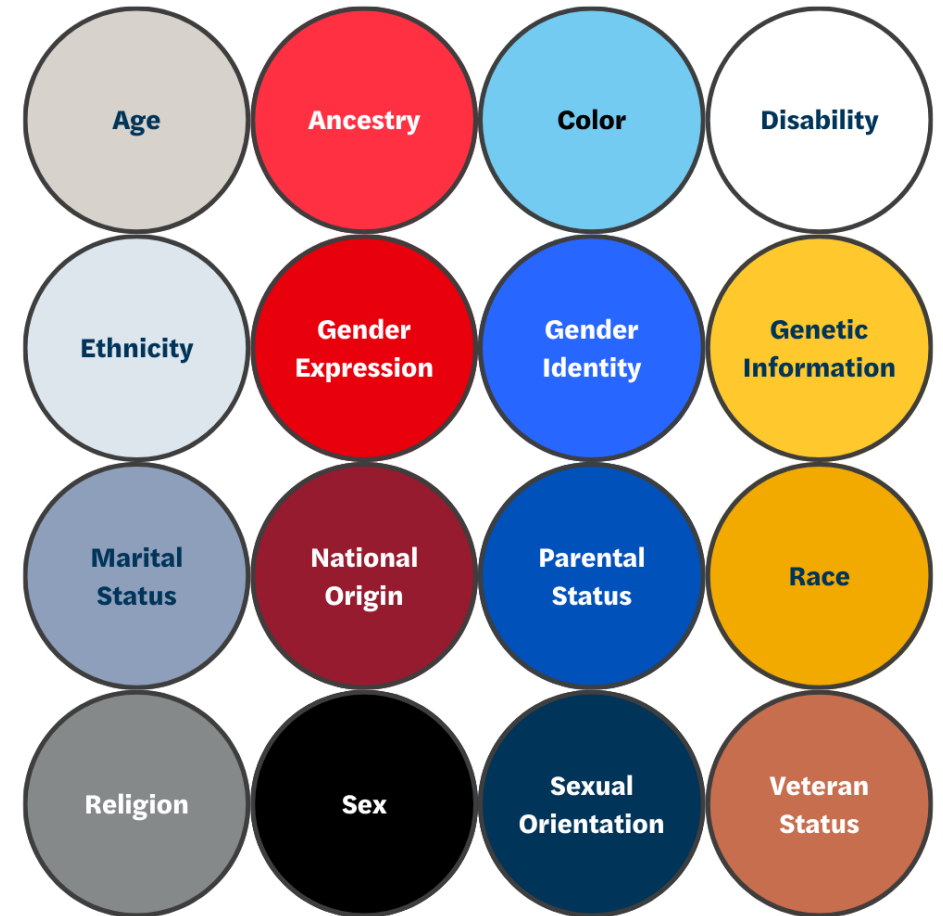


16 Protected Classes - Identity Categories

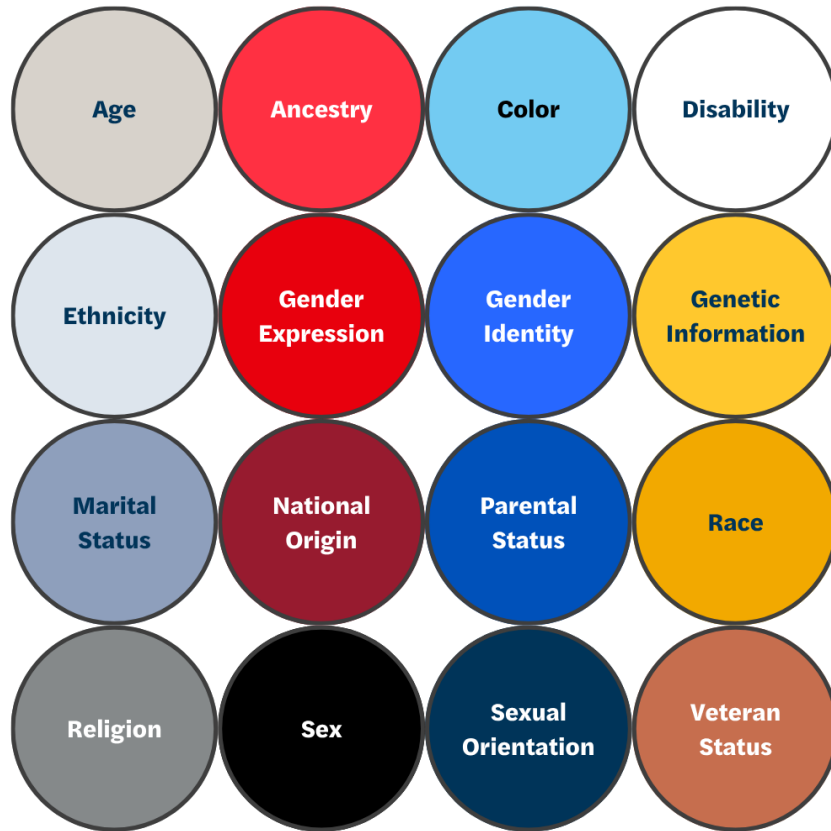


Identity Categories

- Developed based on federal law, state law, and KU policy.
- Just one way to understand ourselves.
- Social identities influence the ways we see ourselves and how others perceive us with respect to categories.



Personal Reflection on Identity

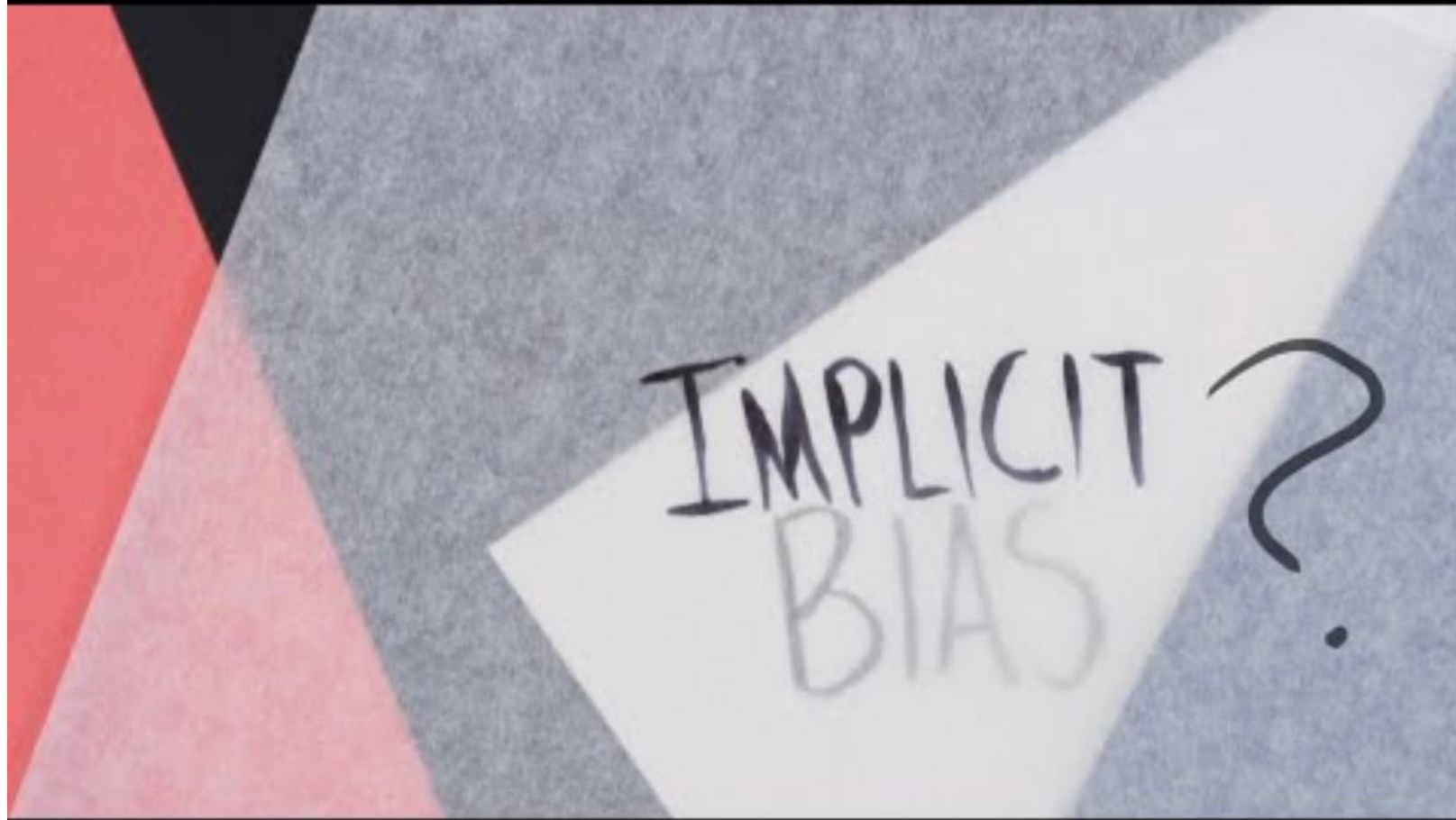


- When you consider each of those protected categories, which feel the most salient to you?
- How has the relevance of those identities changed over time?
- How does identity inform how you see the world?
- How does identity inform how you show up at work?

Implicit Bias



Implicit Bias



Implicit Bias

- Social stereotypes about certain groups of people that individuals form outside their own conscious awareness.
- Implicit or unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values.
- Certain scenarios can activate unconscious attitudes and beliefs.

Bias is Normal

- A natural function of the human mind, based on our lived experiences.
- Something that we all have and experience, regardless of identity, lived experience, etc.
- Not necessarily “good” or “bad”.
- An automatic response, shortcut to interact with our world.

Bias in Healthcare and Research

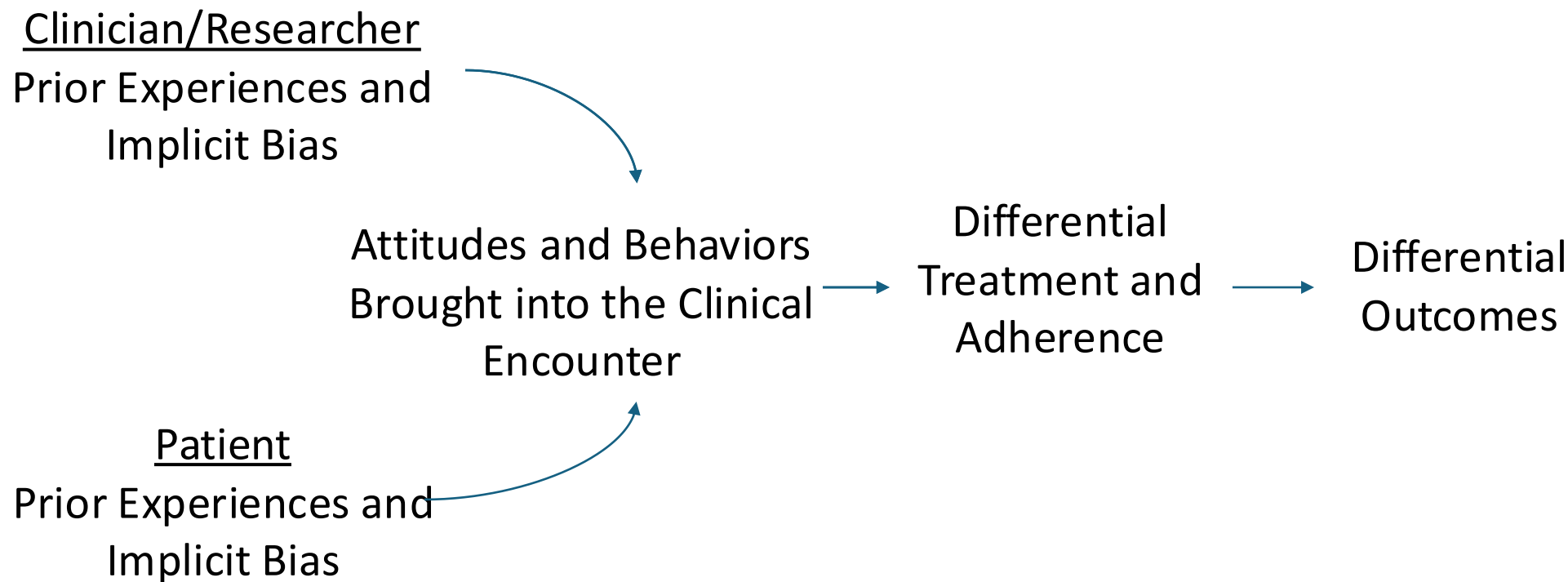
- In fast-paced environments, like healthcare and research, factors like fatigue, high pressure, and information overload can cause clinicians and researchers to rely on mental shortcuts, leading to quick, automatic decisions.
- Individuals can unintentionally make assumptions about patients. These assumptions may not align with the provider's/researcher's explicit beliefs but can potentially impact health outcomes and inadvertently contribute to health disparities.

Types of Bias

A non-comprehensive list:

- Affinity Bias
- Confirmation Bias
- Selection Bias
- Halo Bias
- Recency Bias
- AI Bias

How Does Implicit Bias Operate in Health Care?



Reflecting and Uncovering Bias

- Can you think about a time when someone made assumptions or held a bias about you (based on any factor, i.e. identity or your level of training)?
 - How did you feel or react when this happened?
 - Did it impact your own sense of belonging?
 - Do you think the person was aware (explicit) or unaware (implicit) of their bias?
- What assumptions have you made about others?
- How have you acted based on those assumptions?

Strategies for Reducing Bias

- Identify your own biases:
 - Take an Implicit Association Test (IAT), which is a free online assessment that measures attitudes and beliefs. The results may show that you have an implicit attitude that you did not know about.
- Recognition and self-reflection
- Challenge yourself to learn from others (and reliable resources) as much as possible
- Rely on facts like organizational values, shared community standards, and job expectations.

CASE STUDY

Instructions

1. Intrapersonal Reflection
 - Register your physical and mental reaction to this situation
 - Notice your assumptions and questions
 - Think of answers to the listed prompts
2. Share out in the chat or raise your hand.

Scenario 1

Research Participants

- Your research study is looking for participants who visit the ER frequently (at least once per week in the past 6 months). At a community event where your team is recruiting potential participants, your colleague turns away an interested candidate without screening them. They said the person didn't look like they would be a frequent patient and didn't want to waste their time.
- What assumptions are being made about the candidate?
- What could your colleague have done instead?

Scenario 2

Project Graphs

- Your research team is creating data graphs for an upcoming report required by your funder. One of your colleagues was told they could not join the workgroup because "they graduated more than two decades ago and are probably unfamiliar with the software being used."
- What assumptions are being made?
- How might that make your colleague feel?
- What should the workgroup member have done differently?

Wrapping Up



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Thinking Ahead & Making a Plan

Take a moment to reflect on the following questions.

- How will I continue my journey of self-understanding and growth?
- How will I, in my day-to-day actions, check my assumptions and mitigate implicit bias?



Thank you!

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