



Healthcare Leadership Network
of the Delaware Valley

Review of Resources on Unconscious Bias **by Melissa Fox**

Based on my initial review, any good implicit/unconscious bias education may need to include the following:

- 1. A format that is based on "education" vs. training** - Implicit bias is developed over the course of a lifetime and is the result of myriad past experiences. It will be difficult and counterproductive to assume these perceptions can be completely eliminated with a couple of training sessions. The goal should be to create self-awareness while providing the structure and tools to operate within which will reduce the impact of the bias.
- 2. An ongoing format vs. a single session** - As with the note above, a single "training" may not be impactful in addressing implicit bias, and any programs which claim to do so may not be as reputable as others.
- 3. Addresses key areas which may be directly impacted by implicit bias** -- The general consensus from experts in this area is that there should be a focus on key areas where implicit bias may be the most prevalent (Hiring, Onboarding, Training, etc.). This allows for a more customized and focused approach, and can result in better long-term outcomes for the organization.
- 4. Generate action items which are measurable** - This item is pretty self-explanatory, and it allows for organizations to celebrate their successes, hold themselves accountable, and identify areas of ongoing opportunity.
- 5. Include executive and senior management** - Buy-in is critical for this type of education and the tone for the organization begins at the top.

Below are a couple of other really good resources which address implicit bias:

Melody Hobson TedTalk
<https://youtu.be/oKtALHe3Y9Q>

Outsmarting Human Minds
<https://outsmartinghumanminds.org/>