

Unconscious Bias in the Workplace

Pitfalls every Administrator Experiences

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DISCLOSURES

Hats that I wear:

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Introduction

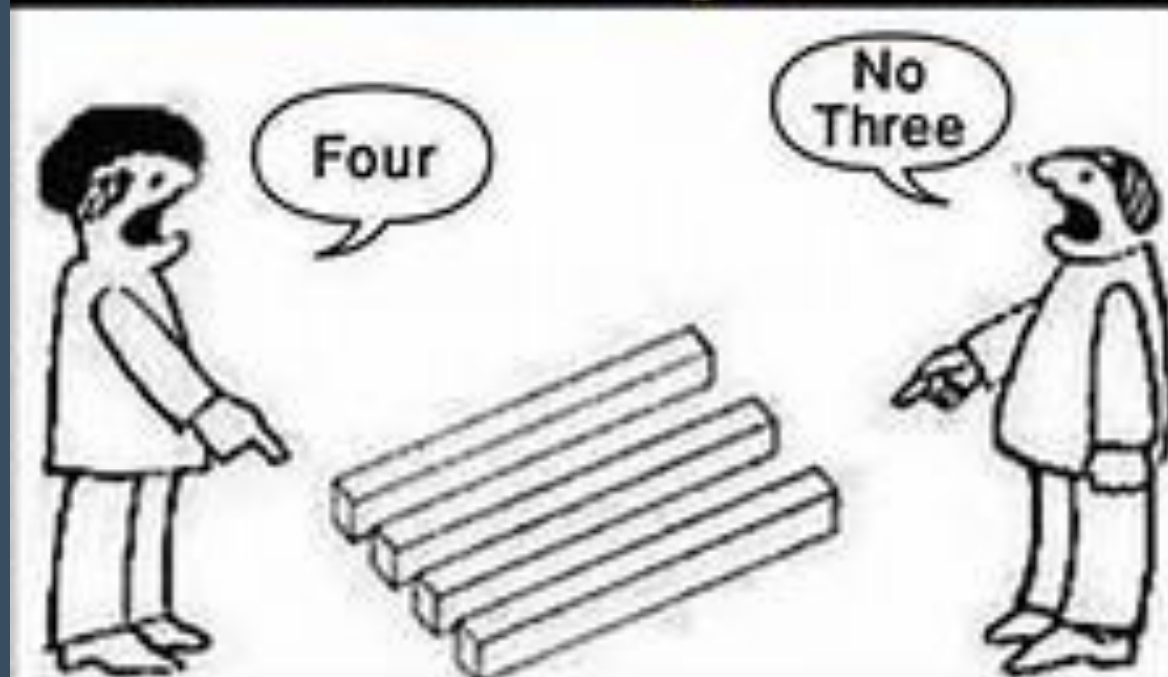
- <https://www.bing.com/videos/search?q=Utube+on+unconscious+bias&view=detail&mid=45E3D9D195FEED29A19845E3D9D195FEED29A198&FORM=VIRE>



Perception

- Definition of *perception*
 - : the way you think about or understand someone or something
 - : the ability to understand or notice something easily
 - : the way that you notice or understand something using one of your senses
- *Everyone's perception is different*
- *Perception can be some people's reality*
- *Perceptions lead to bias*

How our perceptions can lead to misunderstanding and conflict



How Perceptions complicate and twist feedback

Perception	Example Feedback primarily using perceptions		
	Example Feedback primarily using perceptions	Implication	Implied Action
Negative	There's a perception that you never participate and don't deliver on time	Perception is true and some behavior needs to be changed	a) Combat perceptions b) Change behaviors
Positive	There's a perception that you always participate and deliver on time	Perception is false and some behavior needs to be changed	a) Make perceptions more realistic b) Change behaviors

Perceptions and bias

- Which came first?
- Are your perceptions really unconscious bias?



Personal Traits

- Write down everything you like about yourself



Employees

- Identify everything you like about employees who work with you.



In the Workplace

- <https://www.bing.com/videos/search?q=Utube+on+unconsciou+s+bias&view=detail&mid=16E812E2A687930D955D16E812E2A687930D955D&FORM=VIRE>



Defined

- Unconscious bias: part of cultural competence
- Defined: attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner



Goes beyond..

- Go beyond race
- Ethnicity
- And gender
- They influence our perceptions about people, our behaviors toward them and decision making about them, good or bad

Examples

- Obese person eating in the food court
- Person of Asian descent sneezing, appearing sweaty
- And older person interviewing for a labor job
- A black man sitting on a bench in the middle of the day
- A 15 yr. old hanging around the corner store



Beware of Unconscious bias

- <https://www.bing.com/videos/search?q=videos+for+interviewing+candidates&view=detail&mid=05D44796FA564BF8D95605D44796FA564BF8D956&FORM=VIRE>



Types of bias in the workplace

- Affinity bias
 - Unconsciously prefer people who share your qualities or of someone you like.; familiar, relatable; could include age-ism bias
- Attribution bias
 - How you perceive your actions and those of others. Focus too hard on others faults, minimize their accomplishments: success was lucky
- Beauty bias
 - Notice person's appearances and associate it with personality; judging harshly on physical attractiveness
- Conformity bias
 - Views are swayed too much by those of other people; group shares makes you agree with majority
- Confirmation bias
 - Searching for bits of evidence that backs up your opinion, instead of looking for whole picture: leads to selective observation; you only see that which you want to see

Types continued

- **Contrast Effect**
 - Assess two or more similar things and compare them with one another, instead of looking at each based on their own merits.
- **Gender bias**
 - Preference for one gender over the other. Stems from deep seated beliefs about gender roles and stereotypes
- **Halo Effect**
 - Focus on one particular great feature about a person; view everything in positive: 'halo' light makes you think they are more perfect than they are.
- **Horns Effect**
 - Focus on one particularly negative feature about a person: opposite of halo effect
 - For more information: Liz Burton: Dec. 2017; High Speed Training (HUB)

Similarities

- Circle all those alike



What did you learn?

- How many traits are alike?
- What does that mean to you?



Key notes

- Unconscious bias is prevalent every day
- Temperaments of personality rule interactions
- Teachers, hiring managers are drawn to those who are like them
- Everyone has it
- Recognize it before acting/speaking
- Look for differences



Follow up work for future reference

- Take the implicit Association test to understand your biases: www.implicit.harvard.edu





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