



Deconstructing Unconscious Bias in Behavioral Health Care

Learning From the Field

Session 4

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Sheronda Palmore, MSW, LISW-S

Fran Gerbig, MPH, OCPC

Natalie Bembry, Ed.D, MSW, LSW

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Presenter



Diana Padilla, RCR, CASAC-T

Research Project Manager

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New York State Psychiatric Institute

Department of Psychiatry, Columbia University Medical Center

Ms. Padilla has over 22+ years of public health service including curricula development and video script writing, conducts evaluation of substance use disorder treatment programs and problem-solving courts, engages in chronic disease research and prevention, and instructs behavioral health professionals, prevention specialists, and drug court practitioners on behavioral health and recovery support practices

Goals



- This series was developed to provide professionals with a review of unconscious (i.e. implicit) bias and how it negatively affects interactions and service outcomes for racial and ethnic communities we work with
- Participants will become familiar with tools and activities to identify and address hidden bias in addiction, mental health, and prevention disciplines in order to collectively effect equitable outcomes for persons of color.



Four Session Blue Print



- Inequities and sources of inequities
- Focus on unconscious bias in behavioral health settings
- Understand how unconscious bias develops
- Explore hidden bias in behavioral health discipline
- Identify and mitigate bias impact
- Strategies: Cultural Humility, CLAS
- Organizational bias reducing strategies, models and leadership

Institute of Medicine (US) Committee on Understanding and Eliminating Racial and Ethnic Disparities in Health Care, Smedley BD, Stith AY, Nelson AR, eds. *Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care*. Washington (DC): National Academies Press (US); 2003.

Presenter



Sheronda Palmore, MSW, LISW-S
Director of the Pro Bono Counseling Program
MHAOhio

Sheronda has served as the Director of the Pro Bono Counseling Program at MHAOhio for almost 4 and a half years. Since obtaining her MSW from Howard University she has worked in a variety of settings providing trauma informed care to both adults and children. Sheronda has participated on a number of community panels to address mental health in communities of color, co-facilitated collegiate course presentations about Intimate Partner Violence, and leads workshops on Implicit Bias.

Sheronda is committed to providing care that promotes individual, family, and community wellness. Pre-pandemic, Sheronda could be found enjoying a new city, karaoke, or a concert. She is patiently waiting things out with her favorite podcasts and rediscovering the beauty of her home city.

Presenter



**Prevention
Action Alliance**

Lifetime Prevention | Lifetime Wellness

Fran Gerbig, MPH, OCPC

Executive Director

Prevention Action Alliance

Fran joined Prevention Action Alliance as its Assistant Executive Director in 2017 after enjoying a long-standing relationship with the agency, which included serving on committees and participating in its learning collaborative. In July 2020, she took the position of Executive Director.

At Prevention Action Alliance, Fran supervises staff, assists in program and grant development, and represents the agency at various state and local committees, boards, and coalitions. She is a member of the Alcohol and Drug Abuse Prevention Association of Ohio Board of Directors and the Ohio Fetal Alcohol Spectrum Disorders Steering Committee, and she is a member of the Coalition for Healthy Communities and the Ohio Prevention Advocacy Network.

Presenter



Natalie Bembry, Ed.D, MSW, LSW

Assistant Director of Student Affairs
Rutgers University, School of Social Work

Natalie Bembry is the Assistant Director of Student Affairs, the Camden Campus Coordinator at the Rutgers University School of Social Work. She has over 20 years of experience in the field of social work with various populations and settings (dual diagnosis, developmental disabilities, children and families, juvenile justice, and education). She teaches in both the graduate and undergraduate programs at Rutgers University and serves as an adjunct and online course developer in the Department of Social Work at St. Joseph's College of Maine and at Delaware State University.

Dr. Bembry is passionate about education and has spent the last few years sharing her research and zeal of cultural humility to all disciplines. She emphasizes the tenets of cultural humility specifically focusing on self-reflection and critique and the impact it has on our interactions with others. Thus, creating a natural transition and motivation towards openness and lifelong learning.

Contributing Factor to Behavioral Health Disparities

- Structural inequities and social determinants of health including inadequate access to care, poor quality of care, community features (such as poverty and violence) and personal behavior are believed to be primary cause of health disparities.
- Communities historical impacted:
 - Racial and ethnic populations
 - People with limited English proficiency (LEP) and low health literacy
 - LGBTQ+ communities
 - People with disabilities

Behavioral Health Disparities During COVID

“The latest available COVID-19 mortality rate for Black Americans is 2.4 times higher than the rate for Latinos, 2.5 times higher than the rate for Asians, and 2.7 times higher than the rate for Whites.”

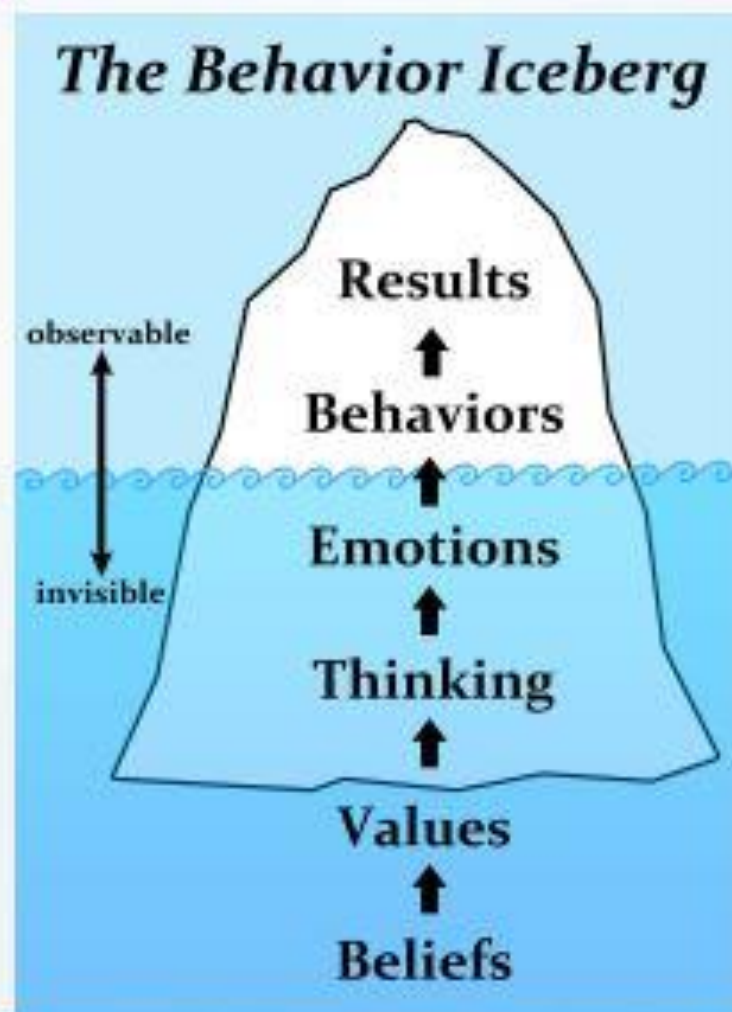
Barriers to Culturally Appropriate Care

- **Unconscious bias**
- Systems of care poorly designed for diverse populations
- Language barriers
- Patient/client fears and distrust
- Stigma and discrimination
- Poor cross-cultural communication between providers and patients
- Lack of diversity in health care leadership and workforce

The How & Why: Unconscious Bias



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The How & Why: Unconscious Bias

Corporations
Race
Measure
People
Decisions
Beliefs
Subtle
Behavior
Research
UNCONSCIOUS
Respect
BIAS
Unfair
Stereotypes
Judgement
Ethnicity
Implicit
Hidden
Groups
Preferences
Prejudice
Social
Reaction
Cognition
Respect
Unfair
Gender
Subconscious
Beliefs
Behavior



The How & Why: Unconscious Bias



The How & Why: Unconscious Bias

communicate
heritage vocabulary culture
LANGUAGE
native tongue
society community
understanding

The How & Why: Unconscious Bias



BEHAVIORAL HEALTH

The How & Why: Unconscious Bias

H E A L T H

E Q U I T Y



Building Health Equity and Inclusion

ATTCnetwork, Building Health Equity and Inclusion, Free Resources
<https://attcnetwork.org/centers/global-attc/clas-resources>