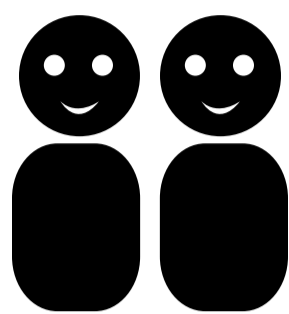
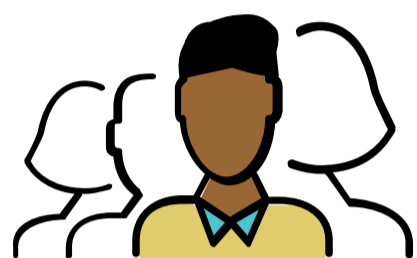


Bias-Mitigation Strategies



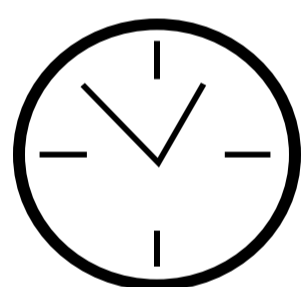
Bias-busting buddy: Ask someone you trust to be your eyes and ears to help you find your blind spots. Schedule meetings with your buddy to review upcoming important decisions. Encourage your buddy to challenge you if they hear biased or stereotyped language.



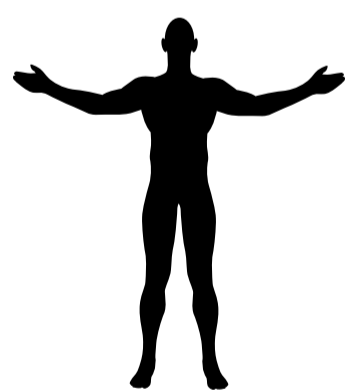
Intergroup contact: Spend time with people who don't belong to your identity group. Over time, we can shift how we feel about people we perceive as different from ourselves.



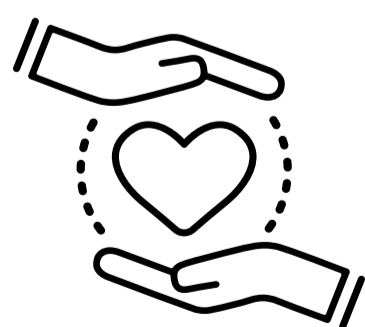
Counter-stereotypic imaging: Spend time thinking about or imagining people who do not conform to stereotypes. This process can demonstrate the inaccuracy of stereotypes, especially those who may feel negatively stereotyped or marginalized within larger society.



Improved decision-making: Slow down your thinking and be deliberate. Ask yourself, "What assumptions have I made about the cultural identity or background of this patient and their family?"



Individuating: Focus on characteristics that make people individuals. When we move away from more visible characteristics, we see people for their individual qualities and attributes versus seeing them as a part of a stereotypic group.



Perspective-taking: Imagine yourself as a member of a marginalized group. This can increase psychological closeness and lessen impact of automatic stereotype-based evaluations. What is one activity you can engage in to better understand the realities of what it's like to live in the communities you serve?