

Working at the Intersections of Mindfulness, Self-Care and Addressing Implicit Bias to Improve Practice with the Underserved

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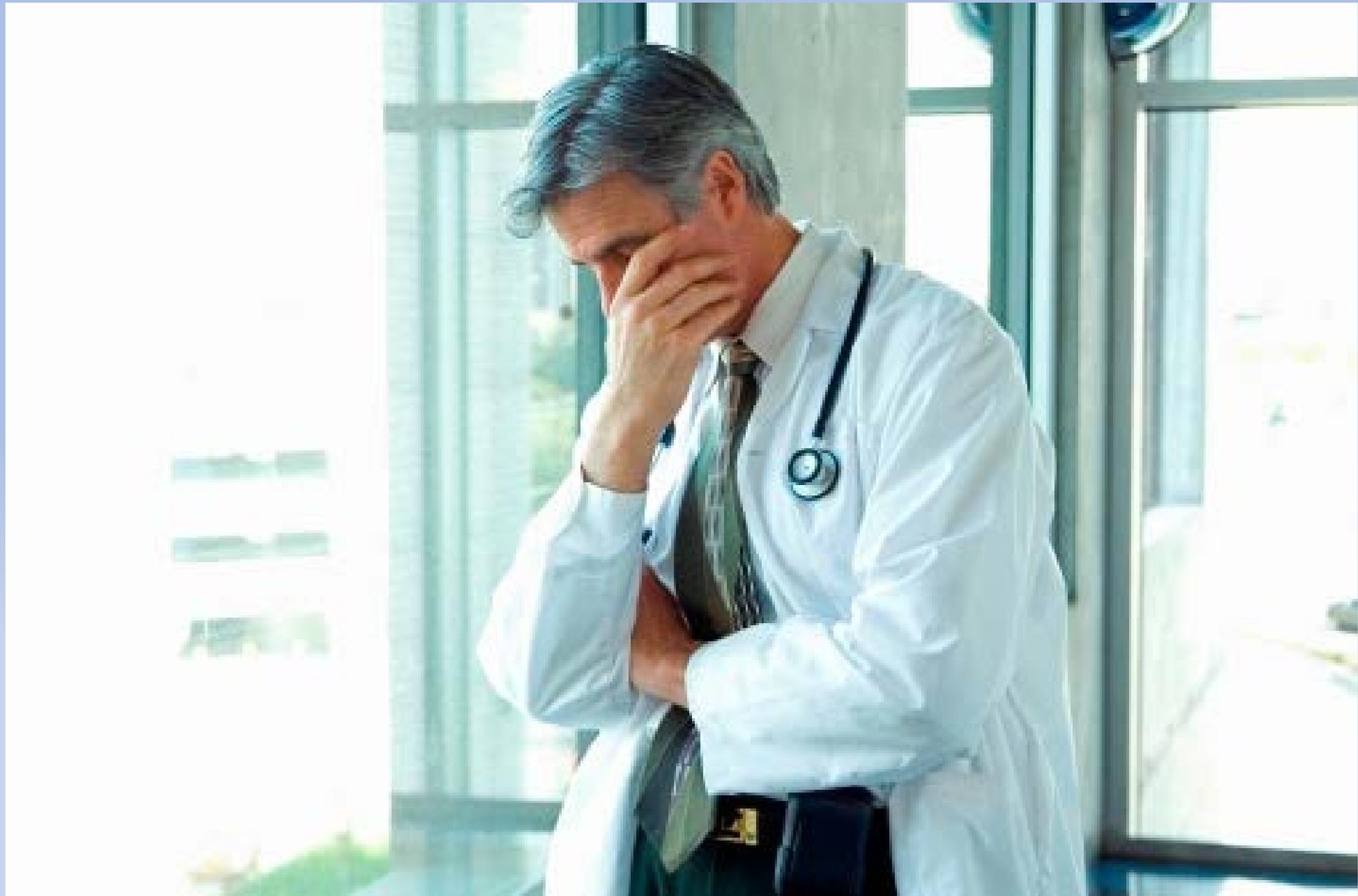
Overview

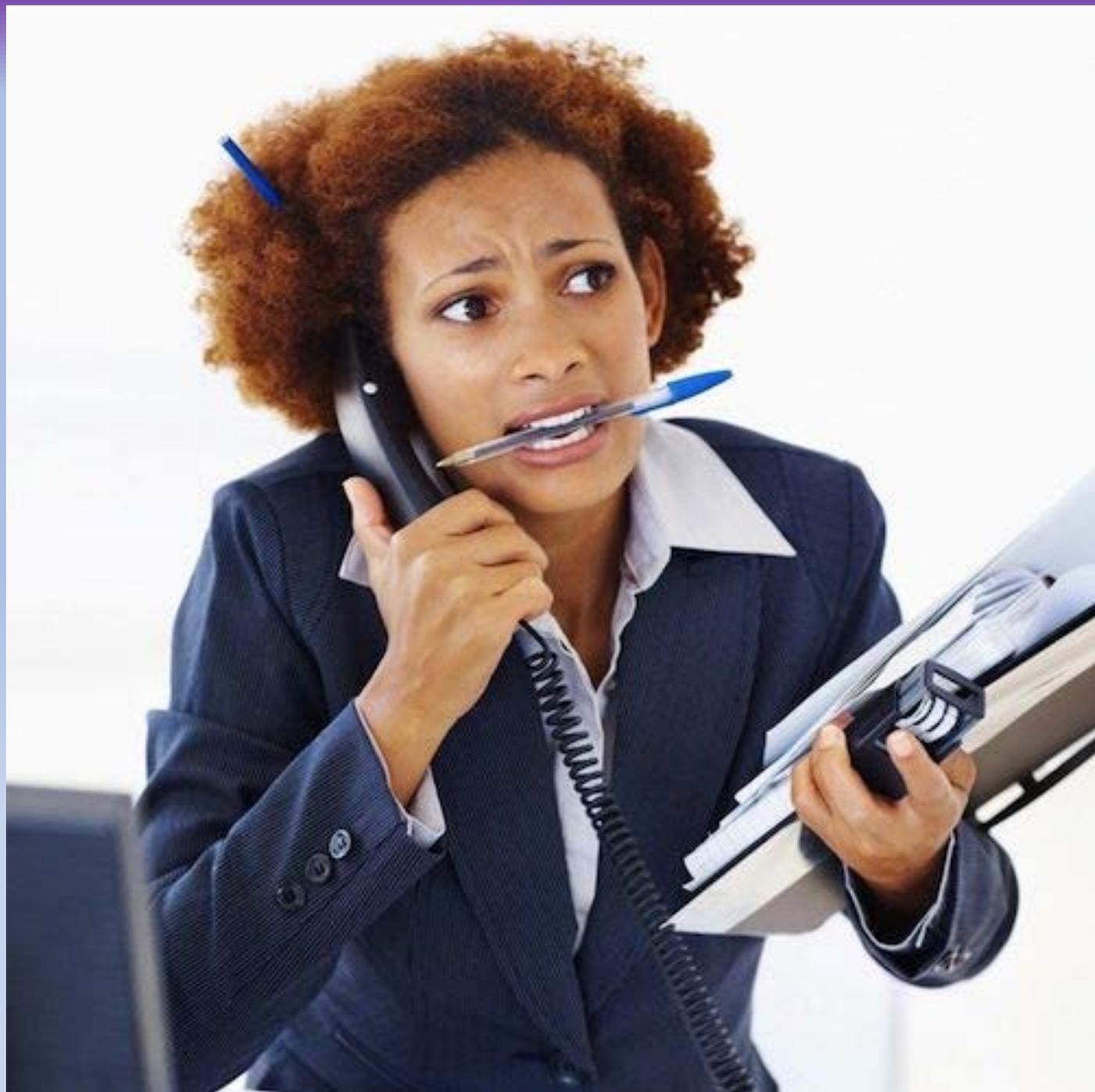
- Implicit bias and its impact on health care practice
- Role of self-care in reducing implicit
- Effects of mindfulness on the brain, body, and reducing implicit bias
- Mindfulness strategies and practices
- Framework for developing a self-care plan to reduce implicit bias and increase the quality of health care practice with the underserved

Mindfulness Practice Exercise

Stress, Stressors and Integrative Practice













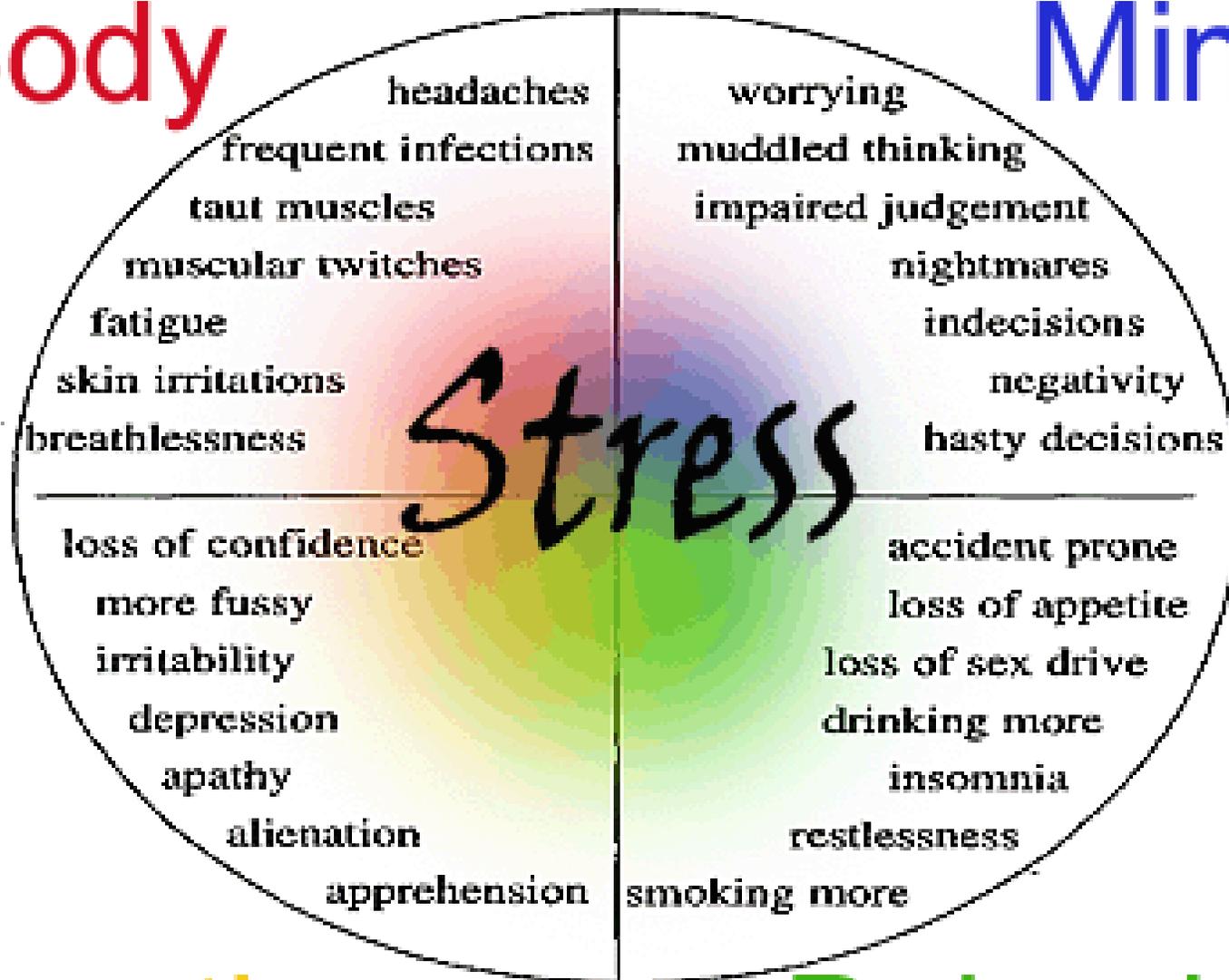


With the Physician Misery Index nearing 4 out of 5, there is much more work to do to restore the Joy of Medicine to today's physicians.



Body

Mind



Emotions

Behavior

Stress, Implicit Bias and Serving the Underserved

Implicit Bias

Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

(Godsil et al., 2014)

Concepts Unwrapped | Implicit Bias
<https://www.youtube.com/watch?v=OoBvzI-YZf4>

Understanding how our brains work is the first step toward addressing implicit bias.





We received 11 millions bits of information each moment

but have the capacity to consciously process only 40 bits of information at one time

Our unconscious mind is processing over 99% of the information we receive

We create schema – mental frameworks to organize and interpret information about people, places, and things. They may distort perception and lead to **implicit bias**.





Project Implicit®

Implicit Association Test (IAT)

Harvard University

<https://implicit.harvard.edu/implicit/>

Implicit biases are created from the brain's shortcuts

Automatic processing of stimuli into categories

Associations formed automatically and without intention

Can be positive or negative associations

Generally in favor our own group but can be against our own group

(Staats et al., 2015, p. 16; Godsil et al., 2014)

Implicit bias undermines good intentions and efforts

Occur more with stress and quick decisions

Cannot be accessed through introspection

Have real-world effects on behavior

(Godsil et al., 2014)

How is quality of health care for the underserved
affected by implicit bias?

The content in some of our “folders” may effect our clinical behavior and judgement without our awareness.

Poor single parent families are. . .

Moms with many children with different fathers are. . .

People who live in a trailer park are. . .

People who use illegal drugs



The content in some of our “folders” may effect our clinical behavior and judgement without our awareness.

Women are. . .

Blacks are. . .

Latinos are. . .

Immigrants are. . .

Muslims are. . .

People who speak limited English are. . .



The shortcuts our brains create are—

Essential for survival decisions

Not good for complex decisions

Studies of Implicit Bias and Physician Behavior

40% less likely to refer African Americans for cardiac cauterization than whites. African American women referred least.

Believe African American patients will be uncooperative.

More likely to prescribe pain meds for Whites

Attitudes mirror those of general population.



(Godsil et al., 2014)

Reducing implicit bias requires

Motivation

Intention

Attention

Habitual practice

Self-care

Mindfulness Practices for Self-Care and Reducing Implicit Bias



Mindfulness means paying attention to the present moment on purpose and without judgement (Kabat-Zinn, 2012)

Mindfulness Changes the Brain



<https://www.youtube.com/watch?v=q0DMYs4b2Yw> (Ferris Jabr, Scientific Foundation)

<https://www.youtube.com/watch?v=m8rRzTtP7Tc> (Sara Lazar, Harvard University)

Mindfulness Meditation Changes the Brain, Supports Reducing Implicit Bias

Increases cortical thickness in the hippocampus and other areas, enhances self-regulation, including attention control, emotion regulation and self-awareness, and reduces stress

Thickens anterior cingulate – strengthens attention and self-observation

Thickens the insula - strengthens internal sensing and empathy for others

(Tang, Hölzel, & Posner, 2015)

Meditation Reduces Implicit Bias

Six weeks of loving-kindness meditation reduced implicit bias against Black people and homeless people (Kang, Gray, & Dovidio, 2014).

Mindfulness meditation reduced age and race implicit bias (Lueke & Gibson, 2015)

Creating Your Self-Care Plan

- Lifestyle Behaviors Inventory
- Self-care Assessment
- Maintenance Self-Care Worksheet
- Emergency Self-Care

<https://socialwork.buffalo.edu/resources/self-care-starter-kit/developing-your-self-care-plan.html>

Inventory:

Is your lifestyle causing you stress?

<https://socialwork.buffalo.edu/content/dam/socialwork/home/self-care-kit/lifestyle-behaviors.pdf>

Creating Your Self-Care Plan



<https://socialwork.buffalo.edu/resources/self-care-starter-kit.html>

Mindful Breathing



Mindful Eating



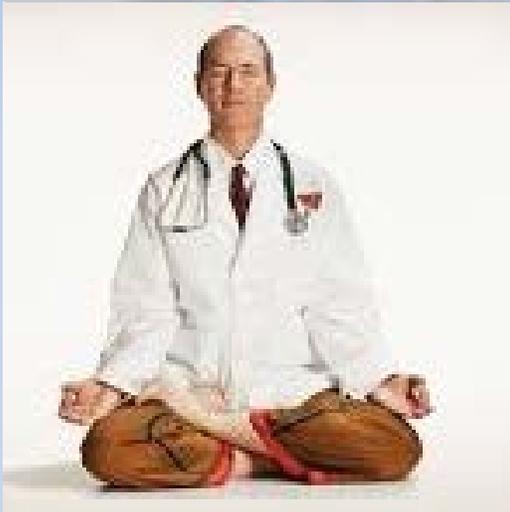
Mindful Walking



Mindful Relationships



Mindfulness Meditation



Mindfulness Tools

Body Scan

Meditation for Stress Management

Mindful Breath

Mindful Moments

S.T.O.P. Technique

www.mindfulness.tools

Mindfulness Techniques: STOP

S = Stop

Stop what you are doing: Pause your thoughts and actions

T = Take

Take a few deep breaths to bring yourself fully into the present moment

O = Observe

Observe what is going on with your body, mind, emotions

P = Proceed

Proceed with whatever you were doing, making a conscious, intentional choice to incorporate what you just learned

<https://www.mindful.org/stressing-out-stop/>

Implementing Your Self-Care Plan

- Make a commitment
- Create an accountability process
- Follow up

<https://socialwork.buffalo.edu/resources/self-care-starter-kit/developing-your-self-care-plan.html>

Self-Compassion is Essential



Loving Kindness Meditation

May I be safe and protected, and free from inner and outer harm.

May I be happy and contented.

May I be healthy and whole to whatever degree possible.

May I experience ease of well-being.

May he/she/they be safe and protected, and free from inner and outer harm.

May he/she/they be happy and contented.

May he/she/they be healthy and whole to whatever degree possible.

May he/she/they experience ease of well-being.

Progression of meditation: Loved ones, neutral feelings toward others, difficult relationships, the community, etc.

May all beings, near and far be safe and protected, and free from inner and outer harm. . .

(Kabat-Zinn, 2012)

References

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Thank
you