

UNDERSTANDING UNCONSCIOUS BIAS

Unconscious Bias (or implicit bias) is often defined as prejudice or unsupported judgments in favor of or against one thing, person, or group as compared to another, in a way that is usually considered unfair.

It is important to acknowledge and address unconscious biases because:

- Healthcare providers are just as susceptible to unconscious bias as anyone else
- Evidence shows that healthcare conclusions can be just as much on who a person is as on the symptoms they present
- Unconscious bias can lead to false assumptions and negative outcomes for clients

MACROAGGRESSIONS VS. MICROAGGRESSIONS

Macroaggressions:

A macroaggression is an overt form of aggression in which the comment or behavior is explicitly inappropriate, most often with the intent to cause harm.

Examples of macroaggressions include:

- Calling someone a racial slur
- Refusing to care for a patient because they are Indigenous

Microaggressions:

Microaggressions are subtle comments that perpetuate harm, either intentionally or unintentionally.

Examples of micro-aggressions include:

- Asking someone how native they are in reference to blood quantum
- A security officer searching someone's bag because they look Indigenous

