



BIAS

2021 EEH Enduring Program: Recognizing and Reducing Unconscious Bias April 16, 2021 - April 16, 2022

Everyone has unconscious biases. Neuroscientists believe that more than 95% of the decision we make are based on unconscious awareness based on previous experiences, upbringing, and our brain essentially working on autopilot so that it can filter through the enormous amount of information it receives. The brain relies on assumptions that operate automatically. These mental shortcuts help us make decisions quickly and efficiently, however they can have unintended consequences, including irrational thinking and faulty decision making. When human beings are involved, bias can result in stereotyping, prejudice, and a lack of diversity in our lives and at work causing any number of problems.

This interactive course assists participants in digging deeper into their own unconscious biases and gives them practical techniques for acting and thinking consciously in order to make objective decisions. Ultimately understanding unconscious bias starts a path toward diversity and inclusion and recognizing how each of us plays a role in making healthcare equitable. By understanding our own unconscious bias and what effect it may have on others, especially in healthcare, we can think more critically and consciously and plan to implement change.

At the conclusion of this activity, participants should be able to:

- Discuss the importance of how unconscious bias works and the dangers it can cause others.
- Analyze hidden preferences, assumptions and biases within one's own cognitive process.
- Critique one's own cognition when making decisions and consciously make a shift if needed.
- Construct an action plan to challenge assumptions, enhance objectivity, overcome stereotypes and broaden perspectives to combat unconscious bias.



Edward-Elmhurst Health designates this live activity for a maximum of 1.5 AMA PRA Category 1 Credit™. Physicians should claim only the credit commensurate with the extent of their participation in the activity. Edward-Elmhurst Health is accredited by the Illinois State Medical Society to provide continuing medical education for physicians.