



TNT DIVERSITY EXPERTS

Reducing Implicit Bias in Healthcare

IMPROVING PATIENT CARE AND THE WORKPLACE ENVIRONMENT

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Proactive Solutions for Proactive Leaders

- What implicit bias is, and understanding its existence in healthcare
- Why is bias testing beneficial in a clinical setting?
- How will this package help your healthcare setting?
- What is offered in our package 'Reducing Implicit Bias In Healthcare'?
- How to meet the demands of a busy healthcare schedule
- Who are TNT?
- Privacy, pricing and supporting healthcare resource management

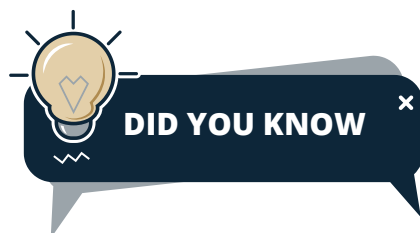


What is Implicit Bias

Implicit biases are simply our unintentional people preferences. Social psychologists and neuroscientists tell us that our unconscious mind automatically and intuitively categorizes people. This enables us to make rapid decisions about people without having to engage the limited resources of the conscious mind. These biases typically operate in less than a tenth of a second, much faster than our eyes can process information. In the past, these very fast neural connections enabled us to make rapid threat assessments which were vital to our safety. In the modern world biases enable us to make cognitive shortcuts, but often lead us to make intuitive but error-prone decisions about people. The most prevalent effect of unconscious bias is affinity bias. This is where we have an inclination to prefer people who are similar to us on the basis of a wide range of characteristics including social characteristics, career background, gender, education, ethnicity and hobbies.

Implicit Bias in Clinical Settings

According to the CDC, evidence suggests implicit bias has a major impact on the decision-making cycle a healthcare provider must follow when providing treatment. It is therefore imperative we properly educate healthcare providers in understanding how to disrupt the implicit bias cycle and apply a self-check to help provide equitable treatment options.



According to an NCHS data brief in 2015 (no. 218), Black and other racialized groups are at a greater risk for early mortality and chronic health issues compared to white patients, due to structural racism in our health care systems.

In an article published by The Proceedings of The National Academy of Sciences, a survey shows that close to 50% of white medical students admitted to false beliefs regarding biological variances between white and black patients. These beliefs which are unfortunately still held today, were perpetuated before the civil war to justify slavery. (PNAS Vol. 113- No. 16- April 19, 2016).



What is offered in our package 'Reducing Implicit Bias in Healthcare'?



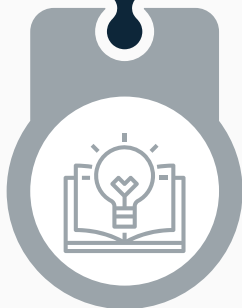
A workshop for healthcare leaders to learn about implicit biases and how to mitigate them, as well as how to foster a bias-free environment.



A one-month rollout package delivering four separate online workshops for nurses and doctors to attend as a “lunch and learn” during working hours. Workshop privilege is also offered for healthcare providers to attend virtual learning sessions from home.



Exclusive Implicitly© (Implicit Bias Test) access through a licence. This is a short online test made accessible to all hospital staff that allows them to learn about their individual biases. They will also receive two separate PDF packages that define biases and teach them how to mitigate their biases.



Participants also receive an electronic document detailing bias in a clinical environment, triggers for bias and a guide to reduce bias.



Why is Bias Testing Beneficial in a Clinical Setting?



Everyone has implicit biases, and the effects of these biases can vary widely, especially within a clinical setting. Often the effects are subtle, such as not listening to someone attentively, dismissing their point of view or marginalizing their opinion. On the extreme end of the spectrum, these biases may impair an individual's ability to treat a person in a fair or impartial manner. The Implicitly© test provided by TNT can deliver tailored testing with detailed personalized feedback to enable healthcare providers to better understand and manage their own biases towards patients

How will this package help your healthcare setting?

- It will support organizational focus and prioritization of anti-black racism/Equity, Diversity and Inclusion (EDI) training.
- It will help build personal and professional EDI capacity for healthcare providers.
- It will help educate healthcare providers on the impacts of implicit bias and how these affect patient treatment.
- It will improve your workplace environment for staff.

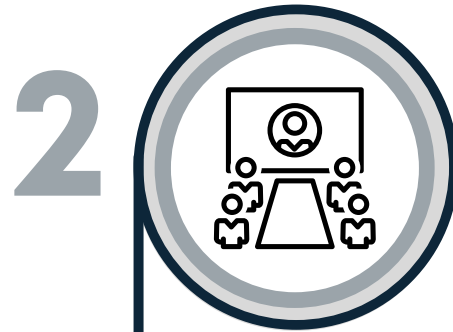


How to meet the demands of a busy healthcare schedule

Our expansive and organization-centred 'Reducing Implicit Bias in Healthcare' package is designed so that our diversity experts have the flexibility to fit bias-reduction training and education around the working day of healthcare staff so as to avoid disrupting the difficult and busy daily schedules of healthcare providers.



First we assist your hospital by disseminating the Implicit Bias Test cover letter, thus allowing healthcare staff to access our Implicit Bias Test so that they can learn about their individual biases.



Next we conduct a two-hour workshop with your leadership to educate your management about the importance of bias training and how to foster a bias-free workplace.



We then schedule four separate one-hour online sessions each week, thus allowing all healthcare staff access to the online workshop.



Lastly, we aggregate the data of all healthcare professionals in your workplace and provide a final summary report to your organization as part of your Equity, Diversity and Inclusion strategy.

Who are TNT?

TNT Justice Consultants are a group of distinguished professionals who bring an array of experience from a multitude of sectors, positioning them well to provide support in the areas of justice, social services and education, thus contributing towards improving workplace excellence. Our trailblazing team works collaboratively to deliver services and training for government organizations within the contexts of diversity, microaggressions and anti-oppression, leadership, and much more. Our team is best known for its role in improving recruitment within provincial and federal government by removing unintended barriers and improving inclusivity within law enforcement.

Learn more at www.tntconsulting.ca

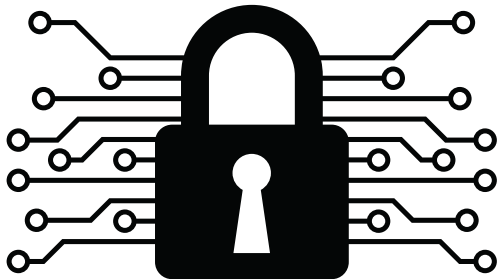


“ EDUCATING ACROSS THE WORLD



We Take Your Privacy Seriously

- All data is stored in a multi-layered, encrypted database that is supported, monitored and protected by cybersecurity specialists.
- All data is stored on Canadian soil.
- Internal policy is compliant with PIPEDA, with strategies developed by privacy lawyers.
- All test-taker data is deleted within 120 days of conducting examinations.



Pricing

Examination credits are sold in specific quantities, with the smallest package including 50 credits.

Each examination costs one credit. To illustrate, if you are testing 30 staff with three different examinations each, then you would need 90 credits.

Supporting Healthcare Resource Management

TNT understands that hospitals and clinical environments may have limited flexibility as regards resources. Therefore, in support of all levels of healthcare looking to modernize and enhance their EDI capacity, TNT provides discounts on bulk test purchases for healthcare organizations





TNT JUSTICE CONSULTANTS

Reach out to our diversity experts today!

MITIGATING BIAS IN CLINICAL PRACTICE



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