



Anti-Bias Strategies Reflection Worksheet

Description:

Identify and reflect on the anti-bias strategies you use throughout your workweek. Pay close attention to your in-person and virtual interactions with patients and co-workers (over the phone, zoom meetings, etc.), and take note of the anti-bias strategies you use each day in the chart below. Put a checkmark next to the strategies you implement. Reflect on how using these strategies make you feel and why. Then, identify and reflect on opportunities where anti-bias strategies could have been used, and what you will do in the future.

Evidence-based strategies are summarized below and provided in more detail in the companion job aid "Evidence-Based Bias-Prevention Strategies".

Anti-Bias Strategies:

Perspective Taking - Seeing things from another person's perspective (imagine yourself in their shoes).

Building Partnerships - The sense of working together towards a common goal (use words like we, us, and our).

Self-Care/Emotion Shifting - Deep abdominal breathing, progressive relaxation, playing music, exercising to improve mood.

Assume Positive Intent - Assume behaviors are well intended.

Adopt a Growth & Learning Mindset - It is possible to change our attitudes, beliefs, and behaviors. Mistakes are a part of growth.

Interrupt/Replace Biased Narratives - Notice narratives harmful to patient outcomes. Pay attention to the stories you have told yourself about the patient. Are you giving them the benefit of doubt? If not, try telling yourself a different story.

Check for Double Standards - Take a moment to remember we walk in different worlds; emphasize collaboration.

Create a Safe and Healing Space - Make the implicit explicit, use trauma-informed practices, audit the environment, and pay attention to your language.



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|---|--|--|
| <input type="checkbox"/> Perspective Taking | <input type="checkbox"/> Assume Positive Intent | <input type="checkbox"/> Check for Double Standards |
| <input type="checkbox"/> Building Partnerships | <input type="checkbox"/> Growth/Learning Mindset | <input type="checkbox"/> Create a Safe/Healing Space |
| <input type="checkbox"/> Self-Care/Emotion Shifting | <input type="checkbox"/> Interrupt Bias Narratives | |

	Identify anti-bias strategies you have used throughout the day. How did the use of those strategies make you feel? Why?	Looking back at your day, identify opportunities where anti-bias strategies could have been used.
Day 1		
Day 2		
Day 3		
Day 4		
Day 5		