

Bias in the mirror

Citation for published version (APA):

Sukhera, J. I. (2018). Bias in the mirror: exploring implicit bias in health professions education. Maastricht: Datawyse / Universitaire Pers Maastricht. <https://doi.org/10.26481/dis.20181129js>

Document status and date:

Published: 01/01/2018

DOI:

[10.26481/dis.20181129js](https://doi.org/10.26481/dis.20181129js)

Document Version:

Publisher's PDF, also known as Version of record

Please check the document version of this publication:

- A submitted manuscript is the version of the article upon submission and before peer-review. There can be important differences between the submitted version and the official published version of record. People interested in the research are advised to contact the author for the final version of the publication, or visit the DOI to the publisher's website.
- The final author version and the galley proof are versions of the publication after peer review.
- The final published version features the final layout of the paper including the volume, issue and page numbers.

[Link to publication](#)

General rights

Copyright and moral rights for the publications made accessible in the public portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

- Users may download and print one copy of any publication from the public portal for the purpose of private study or research.
- You may not further distribute the material or use it for any profit-making activity or commercial gain
- You may freely distribute the URL identifying the publication in the public portal.

If the publication is distributed under the terms of Article 25fa of the Dutch Copyright Act, indicated by the "Taverne" license above, please follow below link for the End User Agreement:

www.umlib.nl/taverne-license

Take down policy

If you believe that this document breaches copyright please contact us at:

repository@maastrichtuniversity.nl

providing details and we will investigate your claim.

Propositions

Bias in the Mirror

Exploring Implicit Bias in Health Professions Education

Javeed Iqbal Sukhera

1. Despite best intentions, health professionals unintentionally perpetuate disparities in care towards individuals with mental illness (this thesis).
2. Once provided feedback about their implicit biases, health professionals experience dissonance and are challenged to reflect on how having biases relates to their personal and professional identities (this thesis).
3. Health professionals strive towards an aspirational identity that is impossible to achieve (this thesis).
4. Recognizing and managing implicit biases requires striving for one's ideals while accepting one's shortcomings (this thesis).
5. If an individual becomes aware of their implicit biases and explicitly changes their biased behaviour, they have the potential to transform themselves and co-create change within their clinical learning environment through discussion and dialogue with their peers (this thesis).
6. Washing one's hands of the conflict between the powerful and the powerless means to side with the powerful, not to be neutral (Paulo Friere).
7. Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom (Viktor Frankl).
8. Belonging starts with self-acceptance. Your level of belonging, in fact, can never be greater than your level of self-acceptance, because believing that you're enough is what gives you the courage to be authentic, vulnerable and imperfect (Brene Brown).
9. The whole purpose of education is to turn mirrors into windows (Sydney J. Harris).
10. Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek (Barack Obama).
11. For to be free is not merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others (Nelson Mandela).