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Bias in the mirror

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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).