

2024 International IPS Learning Community Annual Meeting

Discussion Group: Breaking the Box (Examining Our Own Biases)

Facilitators: Karen Broadway and Ruth Brock

Participants were given a box and wrote their own definition(s) of personal biases on it. A variety of responses were shared such as racism, language, Black, beautiful, name, body language, color, religion, sexuality, gender, diversity, disability, structural policies, history, age, stereotypes, etc.

Diversity is here. In the U.S., it is estimated that at least 50% of 18-year-old and younger come from multicultural background. They are our future. Ageism is a form of discrimination in the workforce. People with disabilities and MH are employed less when compared to the general population. BIPOC access less or receive fewer medical services due to trust. Discrimination and racism are present despite many advocacies and policy structuring. Very political.

“Can you tell?” simple engaging exercise that can provoke self-reflection.

Discussion points

Knowing that we all have personal biases, how can we effectively confront and transcend them, particularly in our work within IPS.

Personal biases impacting decision making and social interactions.

Trauma and trust (learn, build, engage)

Challenge own beliefs!

Being aware is not enough. Act.

Choose words when writing progress notes, medical records.

Value religion, acknowledge, take pause.

Neutral approach

Recruit for diversity.

Collect demographics and use data.

Value people

Meaningful and intentional conversations

Training (use

Reinforce zero exclusion (zero candy bars were distributed)

At the end of the session, participants literally broke/crushed the boxes. Inside were lifesavers candies to remind that IPS practitioners are lifesavers.