

# Understanding Addiction-Related Implicit Bias

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Webinar Resources

## Q&A Responses

**Q:** Have you thought about where you began subconsciously picked up slowing down? When you struggle to comprehend something does it help you when they slow down for you.

**A:** *Yes, you're right that my intention for sure is to help the other person comprehend. But sometimes the impact is that it makes them feel stupid. So, the important thing is to notice it and then check in. There are folks who have thanked me for slowing down, and others who have said it impacted them negatively. With those, I hear it, apologize and move on*

**Q:** I am a parent with lived experience. Do you ever find yourself thinking about how they feel or think about what they are going through often in your work?

**A:** *Yes, empathy is definitely important in the work for sure!*

**Q:** I should rephrase. Do you find the way they feel or about what they are going through getting in the way of your work or choices you make in work for the outcome of the case?

**A:** *That's what we are trying to avoid. We want to avoid it getting in the way of our work or our choices we make regarding them.*

**Q:** What would come after the recognition/acknowledgement of privilege? Is something expected?

**A:** *No, nothing is expected per se. When we recognize our privilege, it allows us to be open to others having a different experience, rather than us judging a different experience.*

**Q:** How about a chatbot demo of vulnerable conversations?

**A:** *That would be a great idea! Since we didn't do that, a great resource is Crucial Conversations.*

**Q:** Any suggestions on strategies to integrate the concepts of this training into day to day activities with staff... a systemic approach?

**A:** *Yes! Excellent question. Conversations around increasing awareness of our biases in day-to-day activities is a great place to start. Also developing psychological safety as a team to have these vulnerable conversations is helpful.*

**Q:** How can we motivate and incentivize professionals, particularly law enforcement, to monitor for implicit bias and how it impacts services?

**A:** *This is a really important question. Unfortunately, this work is tough and it is easy to find a lack of motivation to increase our awareness of our biases. Making this overt is helpful and helping professionals see where we can cause a lot of harm if we are unaware is incredibly helpful.*