

# Values Neutral Language

**REV from Planned Parenthood of Southwestern Oregon** 



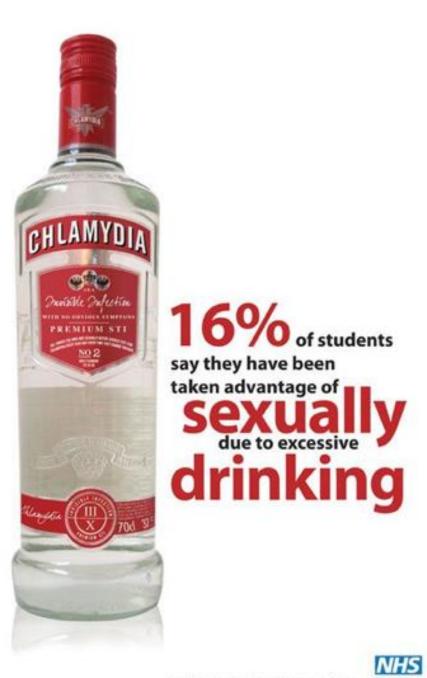
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# What is implicit bias?

Unknown or unacknowledged thoughts, feelings, and attitudes towards groups of people.

U.K. National Health Services Safe Sex Campaign

"16% of students say they have been taken advantage of sexually due to excessive drinking."



3

# Table Discussion Instructions

# Each table has been assigned on sentence at random. As a group, discuss the following:

- 1. What biases are implicit in this sentence?
- 2. How might a client feel if a provider said this to them?
- 3. What kind of behavior might that sentence elicit?
- 4. How can we reframe that message to reduce bias?

# **Table Discussion Debrief**

- 1. Abstinence is the most responsible way to prevent pregnancies and STIs.
- 2. If you think a condom will ruin the mood, just think what a baby will do.
- 3. If you're not mature enough to talk about sex, then are you really mature enough to have it?
- 4. Herpes is an incurable virus, so it's something that you'll have to deal with for the rest of your life.
- 5. It's really mature of you to get tested let's hope you get a clean result.

### Sample Sentences, reframed:

#### Abstinence is the most responsible way to prevent pregnancies and STIs $\rightarrow$

- Abstinence is one of many ways to prevent pregnancy and STIs. Others include contraception and active communication with partner and healthcare professionals.
- Pregnancies and STIs are preventable.

#### If you think a condom will ruin the mood, just think what a baby will do $\rightarrow$

- Condoms are one of the many ways to protect someone from becoming pregnant and is the one form of
  protection that keeps a couple from spreading STIs.
- Condoms can be a great choice and they can help to prevent STIs and pregnancies. (Then refer people to condoms and talk about the different kinds.)
- The appropriate use of a condom can reduce the risk of contracting a STI and prevent pregnancy.
- Birth control shouldn't be thought of as a "mood ruiner."

#### If you're not mature enough to talk about sex, then are you really mature enough to have it? $\rightarrow$

- Talking about and thinking about sex can be important for individuals who are making decisions about sex.
- How do we talk about sex in a way that makes you feel empowered to and capable to make good decisions?
- Do you feel safe and comfortable discussing sex with your partner and, if not, what tools would get you there?
- Sex can be an uncomfortable topic but it's important to communicate where you stand whether you are ready to participate in sex or not.

### Sample Sentences, reframed:

Herpes is an incurable virus, so it's something that you'll have to deal with for the rest of your life.  $\rightarrow$ 

- Herpes is a virus, a very common one of many viruses that humans share. You may never see any symptoms or may have a number of outbreaks. It might be really scary. There are effective treatments and people to help you.
- While herpes is an incurable virus, that there are ways to manage. With [insert medical care provider] you aren't alone.
- Herpes is a common and treatable virus, so with proper education and tools, it is completely manageable.

#### It's really mature of you to get tested – let's hope you get a clean result. $\rightarrow$

- I'm glad you're getting tested. Whatever the results, we'll have support for you.
- STI testing is an important part of your healthcare and it is your right to obtain your results.
- I think getting tested is a good idea. That way you will know where you stand today and, if needed, your options for the future.

### **Best Practices**

- Work on sorting out objective facts from subjective opinions
- Return to your essential job duties: is it my job to share values or my job to honor the values of my clients?
- Be open to understanding a client's reasoning
- Don't be afraid to acknowledge in equity in our communities
- Continue to educate yourself and your community
- Make this work part of your essential, daily practice
- Treat people like they are people

### **Resources for Further Learning**

"How To Recognize And Overcome Your Biases": *Here and Now* interview with Prof. Patricia Devine

"Implicit Racial/Ethnic Bias Among Health Care Professionals and Its Influence on Health Care Outcomes: A Systematic Review": American Journal of Public Health, December 2015

"Implicit bias in healthcare professionals: a systematic review": BMC Medical Ethics, March 2017

"Implicit Bias: A Primer for the Courts": National Campaign to Ensure the Racial and Ethnic Fairness of America's State Courts, August 2009

# Thank you!

For more information on REV, check us out on Facebook (REV of Planned Parenthood of Southwestern Oregon) or email us at rev@ppsworegon.org