



Values Neutral Language

REV from Planned Parenthood of Southwestern Oregon

Ilka Sankari

Connor Gabor

Devin Bahr

Facilitator: Martina Shabram, PhD



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.”



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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 →

- 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 →

- 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? →

- 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. →

- 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. →

- 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