

# Identifying and Managing Bias in Older Adult Care

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As individuals, our biases influence our behavior and decision-making. Many times we fail to realize that our unconscious or implicit biases are difficult to control, and are automatically activated leading to bias formation that impacts our approaches and decision-making without us even being aware of their influence. Healthcare and the care of older adults is also impacted by bias. This presentation defines, identifies, and describes bias; looks at organizational impacts of bias and offers some risk management approaches to bias in the care of the elderly.

## Following this presentation, the participant will be able to:

1. Define implicit bias
2. Describe the potential impact of unconscious or implicit bias on older adult care/safety
3. Summarize the potential financial impact of unconscious or implicit bias on the organization by civil, medical malpractice, discrimination, and/or equal opportunity allegations as well as reputational loss
4. Identify strategies, tools, and interventions to address unconscious or implicit bias in older adult care

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