



From Awareness to Action: Using Bias interruption in disaster preparedness and response

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Disaster Behavioral Health
Conference 2024

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Awareness and actionable steps in disaster behavioral health

Goal:
To build a foundation of bias interruption skills and practical actions



Agenda

- 1 Equity in Disaster Behavioral Health
- 2 Psychological First Aid & Implicit Bias interruption
- 3 Practice Implicit Bias Interruption Skills
- 4 Application to disaster behavioral health

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Reflection activity



1. Turn to the reflection activity in your handout
2. Complete the identities portion and two questions
3. You will not turn this in
4. Debrief the two questions with a partner

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Reflection activity

Power and Privilege
&
Unwritten rules



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Equity in Disaster Management

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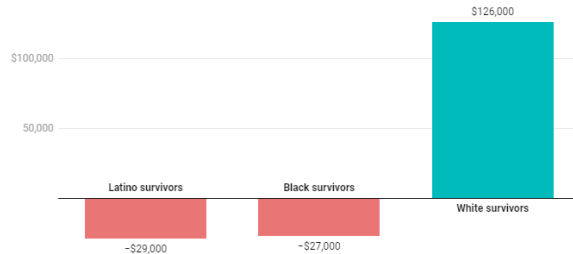
Pervasive disparities and inequities



- “low-income people and members of racial/ethnic minority groups more likely to live in disaster-prone areas and in lower-quality housing that is less safe when disasters occur” (Arcaya, 2020)
- FEMA National Advisory Council acknowledges aid is not distributed equitably (National Advisory Council, 2021)

Following a natural disaster, Black and Latino survivors lose wealth while white survivors gain wealth

Average change in wealth in counties following a large natural disaster, by race/ethnicity, 1999–2013



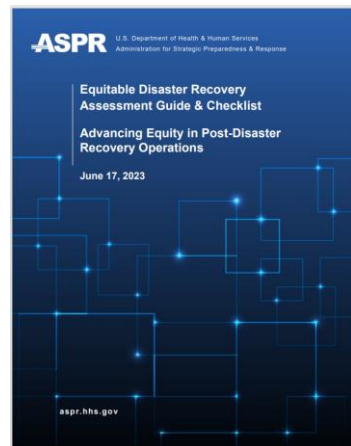
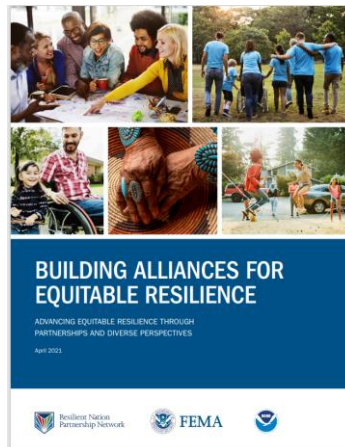
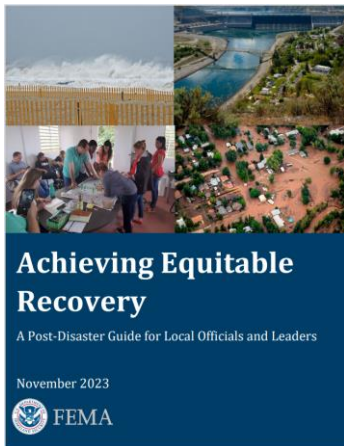
Hover over or click to see values.

Chart: Center for American Progress - Source: Junia Howell and James R Elliott, "Damages Done: The Longitudinal Impacts of Natural Hazards on Wealth Inequality in the United States," Social Problems 66 (3) (2018): 2019 448–467, available at <https://doi.org/10.1093/socpro/spy016>.

(Dorazio 2022, Howell & Elliott, 2018)

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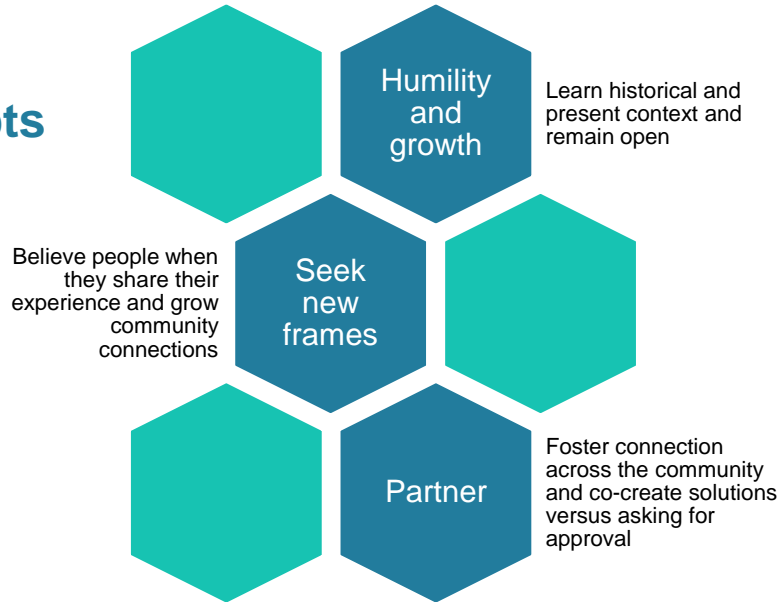


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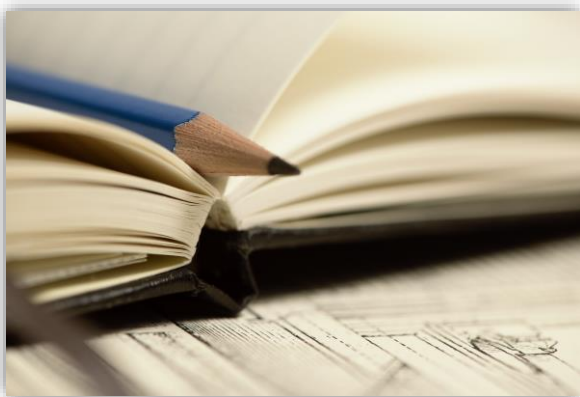
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Equity concepts



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One Minute Journal

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Psychological First Aid and Implicit Bias Interruption

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Psychological First Aid principles

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Safety

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Calm and Comfort

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Connectedness

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Self-Empowerment



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Hope

Overall, people want to be seen and heard

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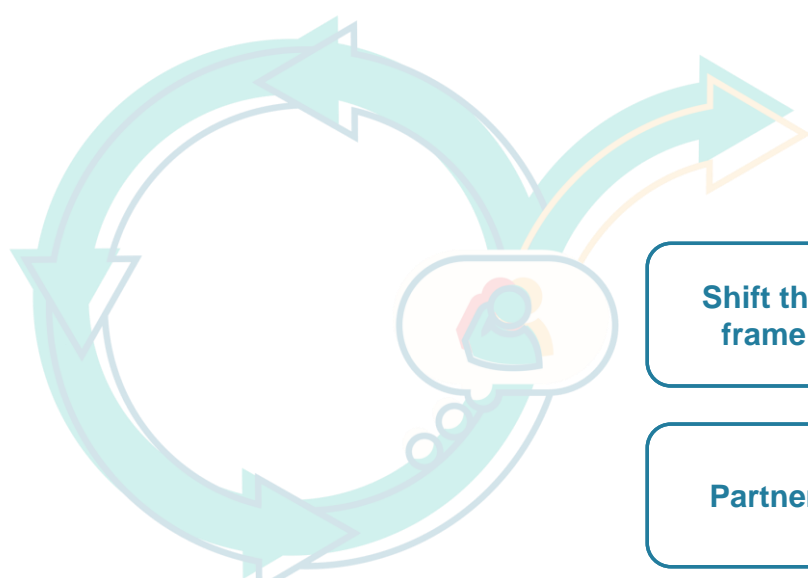
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Implicit Bias Interruption

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Shift the frame	Consider another view
Partner	Together toward the same goal

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Implicit Bias Interruption Skills

Be here and now	Practice mindfulness, breathe, be present
Gut check	How do I feel?
See me	Get to know a person as an individual
Partner	Together toward the same goal, how can I partner with this person?
Shift the frame	Consider another view, how might this person be thinking or feeling?
Catch and replace	Building a habit of bias interruption, catch bias and practice unlearning
Notice and interrupt	Notice the feeling, interrupt the stereotype and plan for next time
Pause and counter	Pause and name a person who doesn't fit the stereotype
Expand the circle	Meeting new people who do not share all or many of your identities

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Implicit Bias Interruption Activity



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Debrief



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Healthcare professionals deserve opportunities to practice bias interruption



Create a Brave Space



Interpersonal & Personal Reflection



Practice Bias Interruption



Realistic Practice with an Actor



Give and Receive Feedback



Keep Practicing



Plan Next Steps

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Commitment for action

What action you will take to interrupt bias in disaster behavioral health?



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