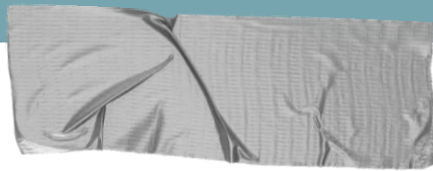




## Health Care Advocacy and Ethic Discussion Part II: IMPLICIT BIAS and ADVANCE CARE PLANNING

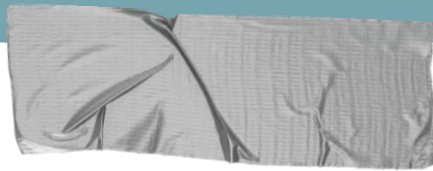
Presented by Ria I. Mercado, RN MSN PHN



# New Year: Renewal or Start of Something new...

- 1. Understanding implicit bias and its impact to healthcare planning of older adults and adults with developmental disabilities.**
- 2. Learn how "Reframing" can be useful in promoting inclusion and equity in meeting the healthcare needs of older adults and adults with developmental disabilities.**
- 3. Identify core skills for initiating advance care planning discussions.**

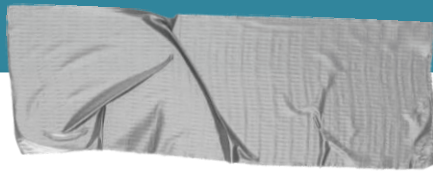




# Implicit BIAS – What is it?

Is the **attitudes or stereotypes** that affect our **understanding, actions, decisions** and judgement in an **unconscious** manner





## BREAKING DOWN THE BARRIERS: End ...ism

1. Recognize your own bias
2. Training
3. Time
4. Resources

### REFRAMING

Neuroplasticity  
==  
Ability to rewire brain



## Advance Care Planning Is NOT:

-  **Forms**
-  **Lots of Forms**
-  **Legal**
-  **Witnesses**
-  **Doctors**
-  **Nurses**
-  **Social Workers**

And Advance Care Planning starts with:



# ADVANCE CARE PLANNING (ACP) is a process for:

Understanding  
Reflecting  
Discussing &  
Formulating an individualized service/care plan  
with the client



# ADVANCE CARE PLANNING (ACP)

Advance Care Planning (ACP)

and



Advance Directives

Are NOT the same.

# STRENGTHS

## Ready to start New

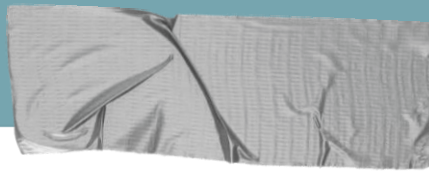
1. Multidisciplinary and Interdisciplinary Team members.
2. Providers have multiple and MANY opportunities to initiate discussion and provide guidance with decision making over time.
3. Collaborative team can incorporate Advanced Care Planning (ACP) into the Overall Service/Care plan.

# ACP GUIDING PRINCIPLES

- Seek first to understand and discover the story our client is telling us.
- Seize the opportunity. Be present
- Focus on talking and learning; not making decisions
- Encourage client and others to reflect
- Listen, explore, and listen more

# CORE SKILLS OF ADVANCE CARE PLANNING (ACP)

- Initiate routine and urgent discussions
- Explore understanding of disease progression
- Assist in understanding ACP
- Explore barriers to planning
- Assist in selection and preparation of proxy
- Search out values of living well
- Clarify statements
- Discover meaning of experiences
- Advocate for & communicate client's wishes
- Make referrals



## Advance Care Planning-Consider someone who...

- 1. Who has had regular contact with you before and after the illness.**
- 2. Is familiar with your wishes and values and will honor those wishes and values.**
- 3. Is able to provide information about your health history, wishes and values.**
- 4. Is able to understand your medical condition**
- 5. Will be able to make decisions about your care in the middle of emotional situation.**
- 6. Is available to come to the hospital**
- 7. Is able to communicate with your health care team**
- 8. Is able to communicate with your love ones, receive from them and share important information with them.**



## PREPARE TOOLKIT



Español



Sign in

**PREPARE is a step-by-step program with video stories to help you:**

- Have a voice in YOUR medical care
- Talk with your doctors
- Give your family and friends peace of mind
- Fill out an advance directive form to put your wishes in writing.



Click the video above to learn more.

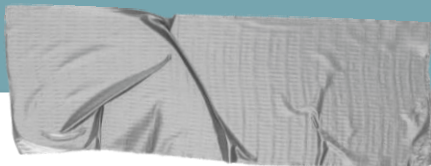
[Click Here to Start PREPARE](#)

It has video stories and can help you fill out an advance directive.

[Español](#)

If you only want to download an advance directive without help from PREPARE, scroll down below.

**Free PREPARE Easy-to-read Advance Directives and other tools below. ▼**



## **START...STOP...CONTINUE**

- ✓ **START** the Conversation with understanding of your own biases
- ✓ **START** Reframing and countering stereotypes with positive examples from groups that are unfamiliar or new.
- ✓ **STOP** and take time to reflect on your own shortcuts, preferences, habits or tendencies that create blind spots and microinequities.
- ✓ **CONTINUE** to explore where implicit bias is undermining our goals for healthcare equity and inclusion