



## Implicit Bias Reflection Tool

Prepared by Dr. Lulu as a companion resource for First Do No Further Harm.

Bias is not always loud, intentional, or obvious.

Sometimes it sounds like hesitation. Sometimes it looks like assumptions.

Sometimes it shows up in silence, discomfort, avoidance, fear, or uncertainty.

This reflection tool is designed to help you pause honestly and examine the beliefs, experiences, and messages that may influence the way you care for LGBTQ+ and multiply marginalized patients.

This is not about shame. It is about awareness.

### Reflection Questions

- When was the last time I intentionally examined my assumptions about gender, sexuality, or identity?
- Where did I learn what I currently believe about LGBTQ+ people?
- What messages did I receive during my medical training about LGBTQ+ patients?
- What discomforts, fears, or uncertainties still come up for me in clinical interactions?
- Do I make assumptions about patients' bodies, partners, pronouns, relationships, or behaviors?
- How comfortable am I discussing gender identity, sexuality, or family structure with my patients?
- Have I ever avoided a conversation because I was afraid of saying the wrong thing?

- How might my own cultural, religious, political, or personal experiences influence the care I provide?
- Am I creating equitable care, or am I simply treating everyone the same?
- If a patient experienced harm in my clinical space, would they feel safe telling me?

## Reflection

- What question challenged me the most?
- What assumptions may need further examination or unlearning?
- What is one concrete step I can take to become a safer, more affirming clinician?

## Final Note

Awareness alone does not change patient outcomes.

Action does.

The goal is not perfection. It is willingness.

Willingness to listen, to reflect and to grow.

— Dr. Lulu

## Now What?

If this reflection surfaced areas where you would like additional support, guidance, or practical training, you do not have to navigate that process alone.

The AFFIRM Healthcare Professionals Prescription Program (TAHPPP), also known as The Affirm Program or TAP, was created to help clinicians move beyond fear, hesitation, and uncertainty toward more affirming, equitable, and confident care for LGBTQ+ and multiply marginalized patients.

Through seven modules delivered over seven weeks, TAHPPP/TAP helps healthcare professionals build safer clinical environments where patients feel seen, respected, and cared for.

To learn more about trainings, workshops, and upcoming masterclasses, follow Dr. Lulu on Instagram @coachudaku and visit [www.drluluspridecorner.com](http://www.drluluspridecorner.com)

To schedule a consultation or learn more about TAHPPP/TAP:

[calendly.com/drlulu/affirm](https://calendly.com/drlulu/affirm)

Website: [www.drluluspridecorner.com](http://www.drluluspridecorner.com)

LinkedIn: [linkedin.com/in/drlulu](https://linkedin.com/in/drlulu)

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