



Adultification Bias Training

for Healthcare Providers

Research shows that Black girls receive less supportive care from healthcare providers. One cause of these inequities is adultification bias: authorities' perception that Black girls need less nurturing, protection, and comforting than their white counterparts—a distortion that can begin when Black girls are as young as five years old. In healthcare settings, stereotypes about Black girls can affect clinical judgment, undermine trust, and inhibit communication, driving inequities in treatment and outcomes.

Adultification bias is a form of discrimination in which adults view Black girls as less innocent and more mature than their white peers.

The Center's work has far-reaching implications across public sectors, including the justice, education, and healthcare systems.

This training informs healthcare providers with data about Black girls' treatment in the healthcare system and equips them with tools to recognize and interrupt bias in their practice, fostering communication, compassion, and age-appropriate care so that Black girls receive the support and protection every child deserves.

Purpose: To equip healthcare providers with the knowledge and tools to recognize and address adultification bias in clinical settings to improve trust, communication, and care outcomes for Black girls.

Audience: Physicians, nurses, hospital staff, nursing and medical students.

Learning Objectives:

- Define adultification bias and how implicit stereotypes influence provider–patient interactions and outcomes.
- Understand data demonstrating disproportionate healthcare outcomes for Black girls.
- Discuss relevant neuroscience and developmental science that affirm Black girls' needs for compassion and age-appropriate care.
- Discuss and practice strategies for bias interruption in patient communication and treatment planning and ensuring that Black girls are perceived and treated as children.

Format: 90–120 minutes | Zoom or In-Person | Interactive reflection + clinical scenarios.

Continuing Education: This training may qualify for continuing education credit.

*Contact the Center to learn more about customized trainings or presentations.
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