

Introduction to Implicit Bias Recognition and Management

Cristina M. Gonzalez, MD, MEd

Professor of Medicine

Department of Medicine/Division of Hospital Medicine

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Poll Everywhere: Text **CGONZALEZ** to 22333 or pollev.com/cgonzalez



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Disclosures

- I have no conflicts of interest to report.
- Consultant to medical schools on implicit bias recognition and management.
- Funding:
 - > NIMHD- 1K23MD014178-01

Roadmap

- Learning objectives and session goal
- Audience reflection
- Statement of the problem
 - > Health disparities
 - > Patient perspectives
 - > Effect on students/trainees
- Existing medical education interventions
- Recent research
- Strategy identification
- Questions

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Learning Objectives

- List one benefit of debriefing potentially biased encounters.
- Identify one strategy to debrief a potentially biased encounter with a learner.
- Identify one strategy engage with a learner when they are asking you about a potentially biased encounter.

Goal

Begin/Continue the discussion on the potential influence of implicit bias on our clinical and educational decision-making to raise awareness, and continue on the process to a more equitable culture of healthcare delivery and education

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I feel comfortable debriefing with learners when bias has been perceived

Yes

No

Unsure

N/A

Did you learn about implicit bias in medical school or your post-graduate training?

Yes

No

Roadmap

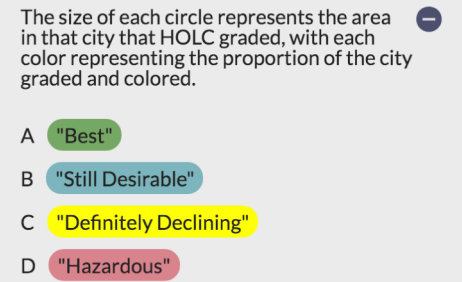
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Provider Contributions to Health Disparities: Possible Etiologies

- Implicit Bias
 - > Refers to the *unconscious, unintentional* assumptions we make about others.

NOT:

- Explicit Bias
 - > Refers to the *conscious, intentional* opinions we form about others (e.g. frank racism)



Systemic Contributions to Implicit Bias: Education



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<https://www.roundsconsulting.com/2018/09/14/additional-discussion-of-k12-costs-bilingual-education-proposals/>

Systemic Racism and Implicit Bias

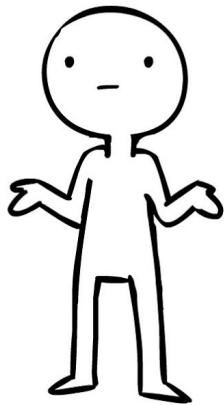
- Systemic racism
 - > Racial inequities that occur as a product of a system. The system refers to the collection of policies and practices that are perpetuated by maintenance of the status quo.
- Implicit bias
 - > The unconscious, unintentional assumptions we make due to unconscious mental associations about different social groups

Systemic Racism and Implicit Bias

- Systemic racism
 - > Racial inequities that occur as a product of a **system**. The system refers to the collection of policies and practices that are perpetuated by maintenance of the **status quo**.
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 - > The unconscious, unintentional assumptions we make due to **unconscious mental associations** about different social groups

Systemic Contributors to Implicit Bias

- Media portrayal
- Formed at an early age

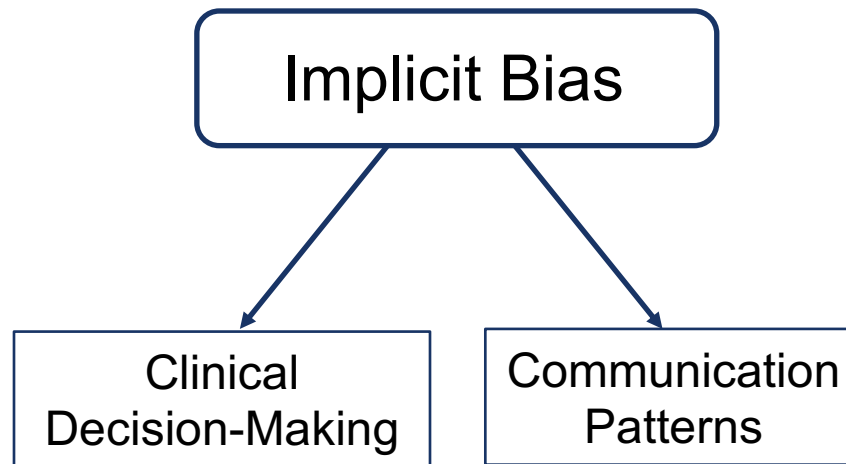


<https://www.youtube.com/watch?v=IFjWA5w74nY>

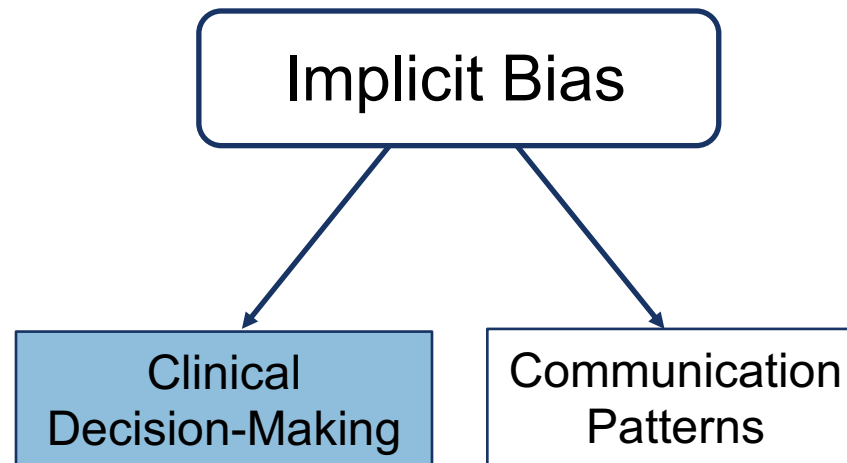


<https://boingboing.net/2015/03/31/arrested-for-same-crime-in-ne.html>

Implicit Bias Contributes to Health Disparities

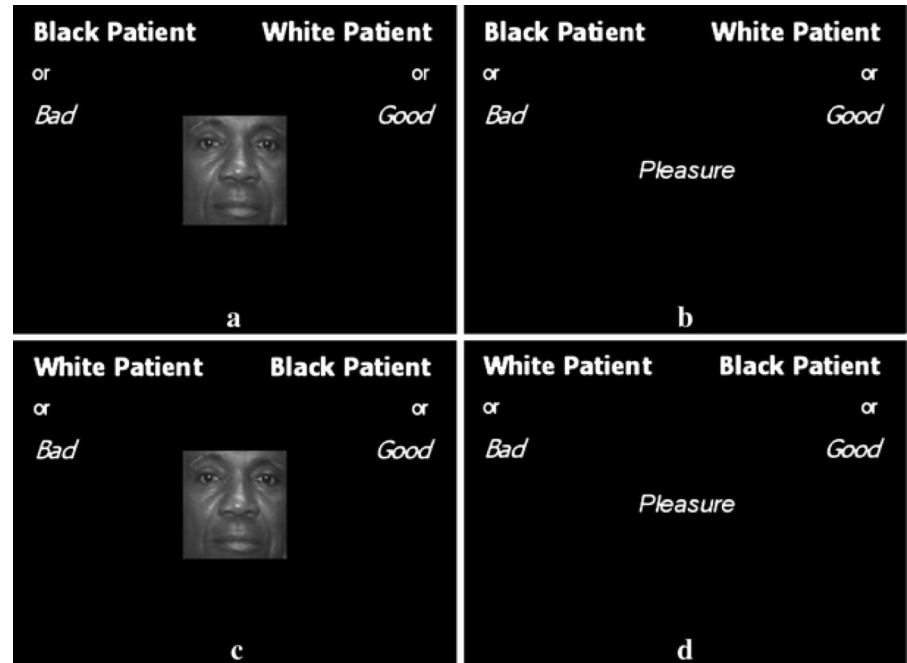


Implicit Bias Contributes to Health Disparities



Clinical Decision-Making: Chest pain

Green AR et al. Implicit bias among physicians and its prediction of thrombolysis decisions for black and white patients. *J Gen Intern Med* 2007;22:1231-8.



Implicit Association Test (IAT) sample screens and stimuli. This figure displays sample screens and stimuli from the *race preference* (black-white/good-bad) IAT

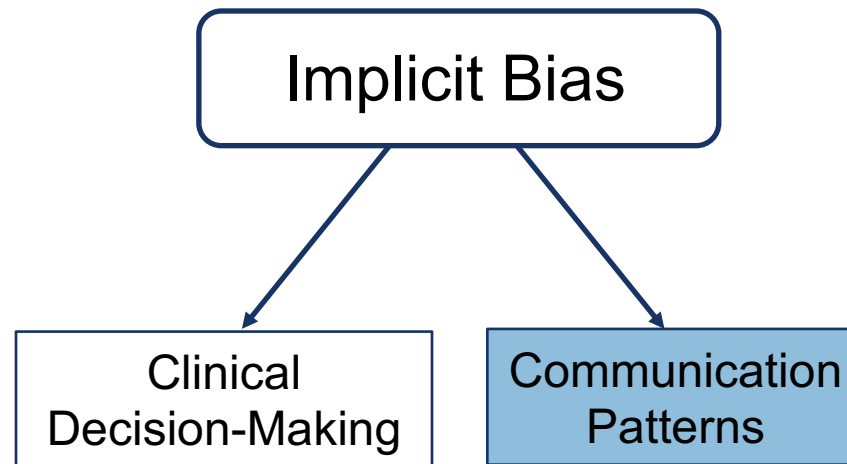
Clinical Decision-Making: Hypertension

Blair IV, Steiner JF, Hanratty R, et al. An investigation of associations between clinicians' ethnic or racial bias and hypertension treatment, medication adherence and blood pressure control. *Journal of general internal medicine* 2014;29:987-95



<http://www.medicalsymptomsguide.com/hypertension-symptoms.html>

Implicit Bias Contributes to Health Disparities



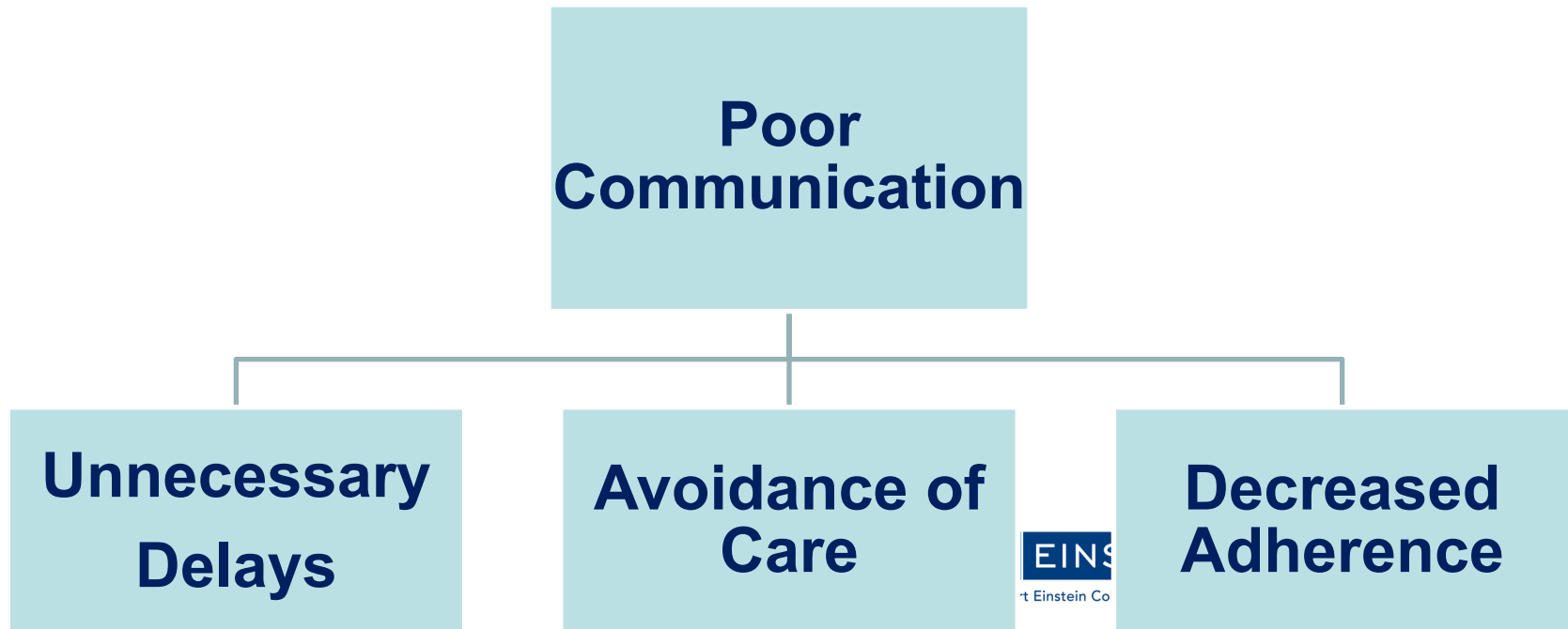
Communication Patterns: Verbal dominance during interviews

Cooper LA, Roter DL, Carson KA, et al. The associations of clinicians' implicit attitudes about race with medical visit communication and patient ratings of interpersonal care. *American journal of public health*. 2012;102(5):979-987



Patient Perceptions

- With increasing provider bias patients perceive:
 - Less patient-centeredness¹⁻³
 - More difficulty remembering details of conversation⁴



Effects on Students/Trainees

- CHANGES⁵
- Role modeling^{5,6}
- Biased language in evaluations⁷
- Bias toward trainees (and faculty too) from the patients⁸



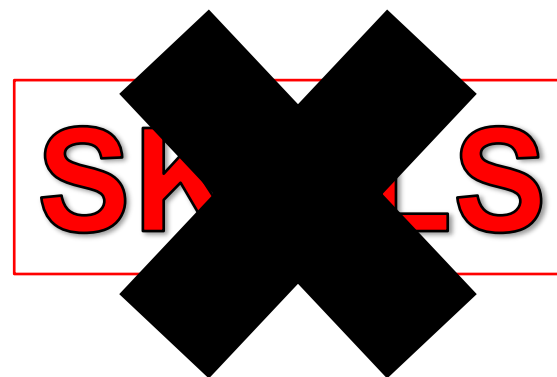
<http://irehabconsultants.com/about-us/careers/diverse-docs-photo/>

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Existing Medical Education Innovations¹³⁻¹⁵

- Awareness
- Reflections
- Narratives
- Perspective-taking exercises
- Strategy identification



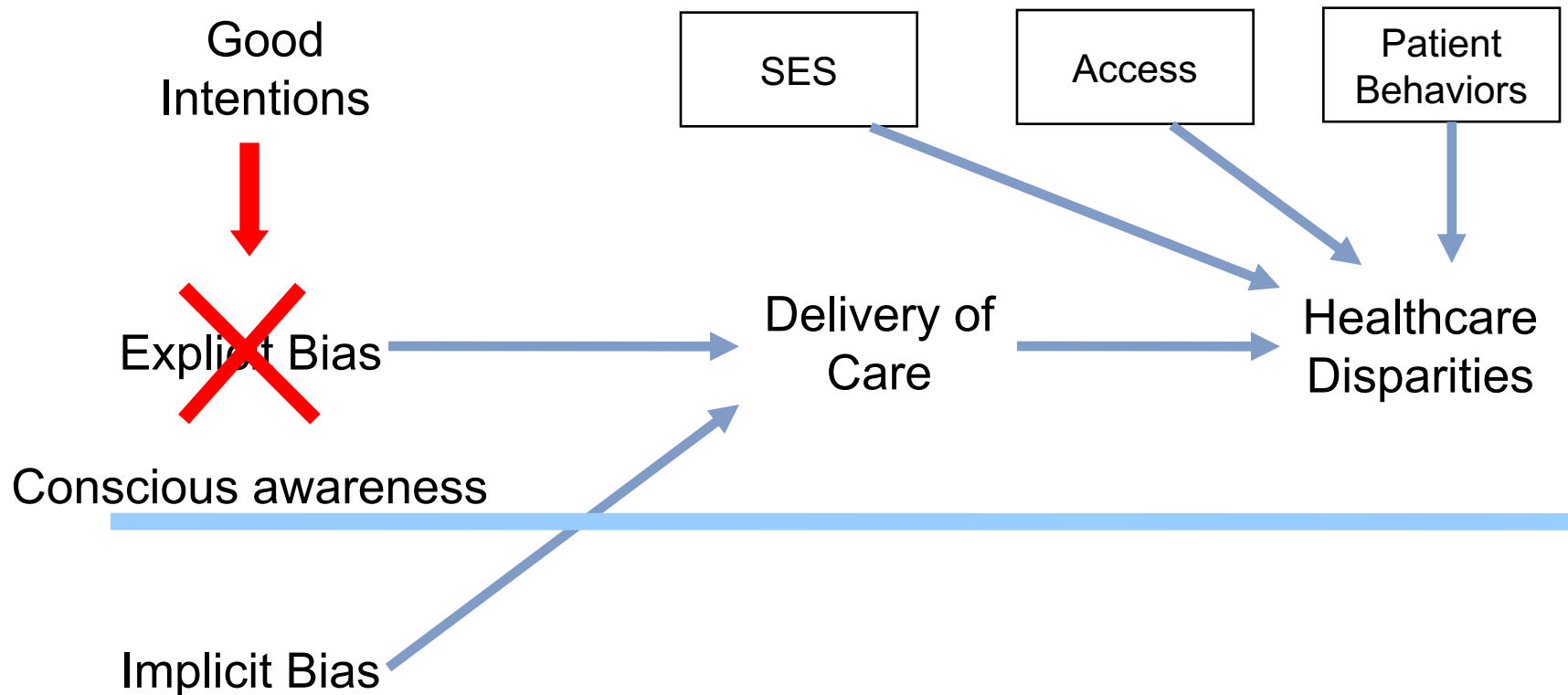
Limitations of Current Interventions

- Unintended consequences of increased awareness
- Hidden curriculum undermines the formal curriculum

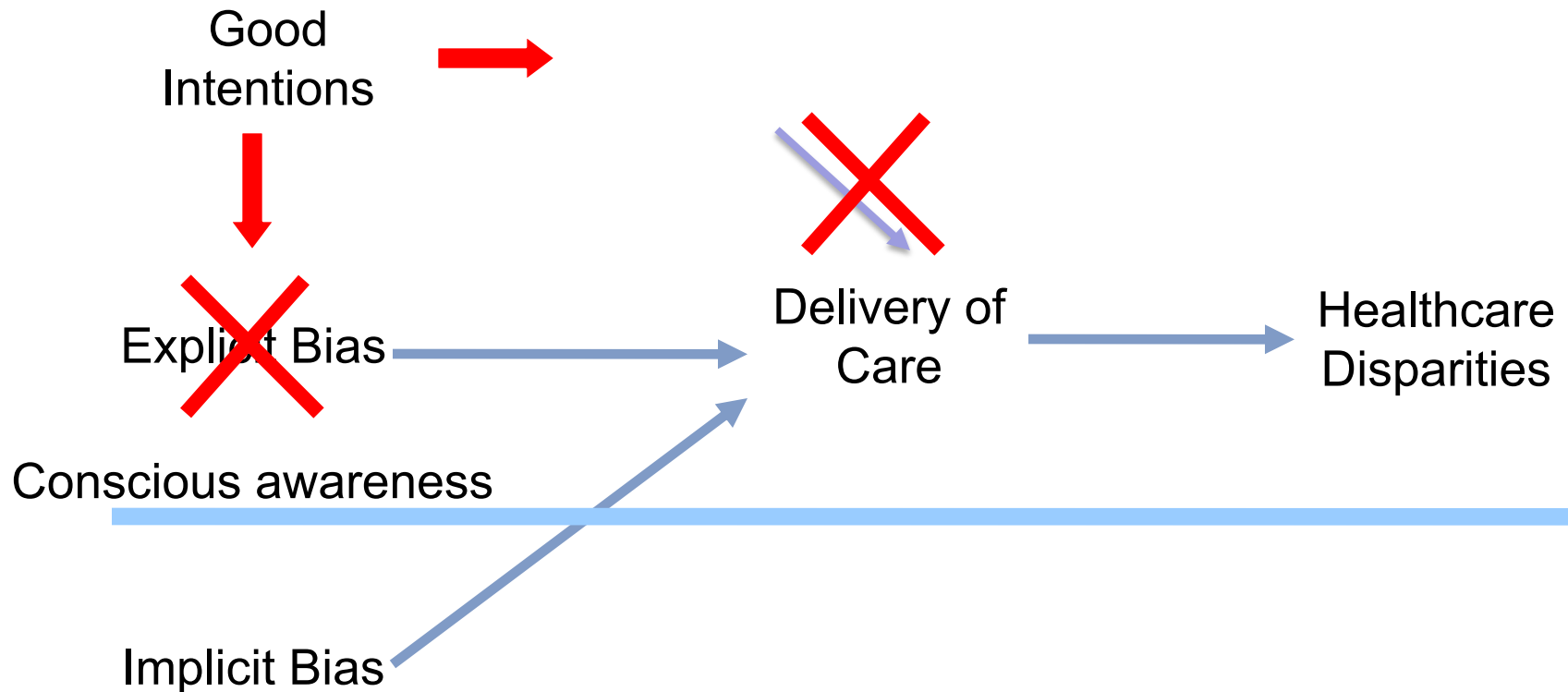
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Implicit Bias

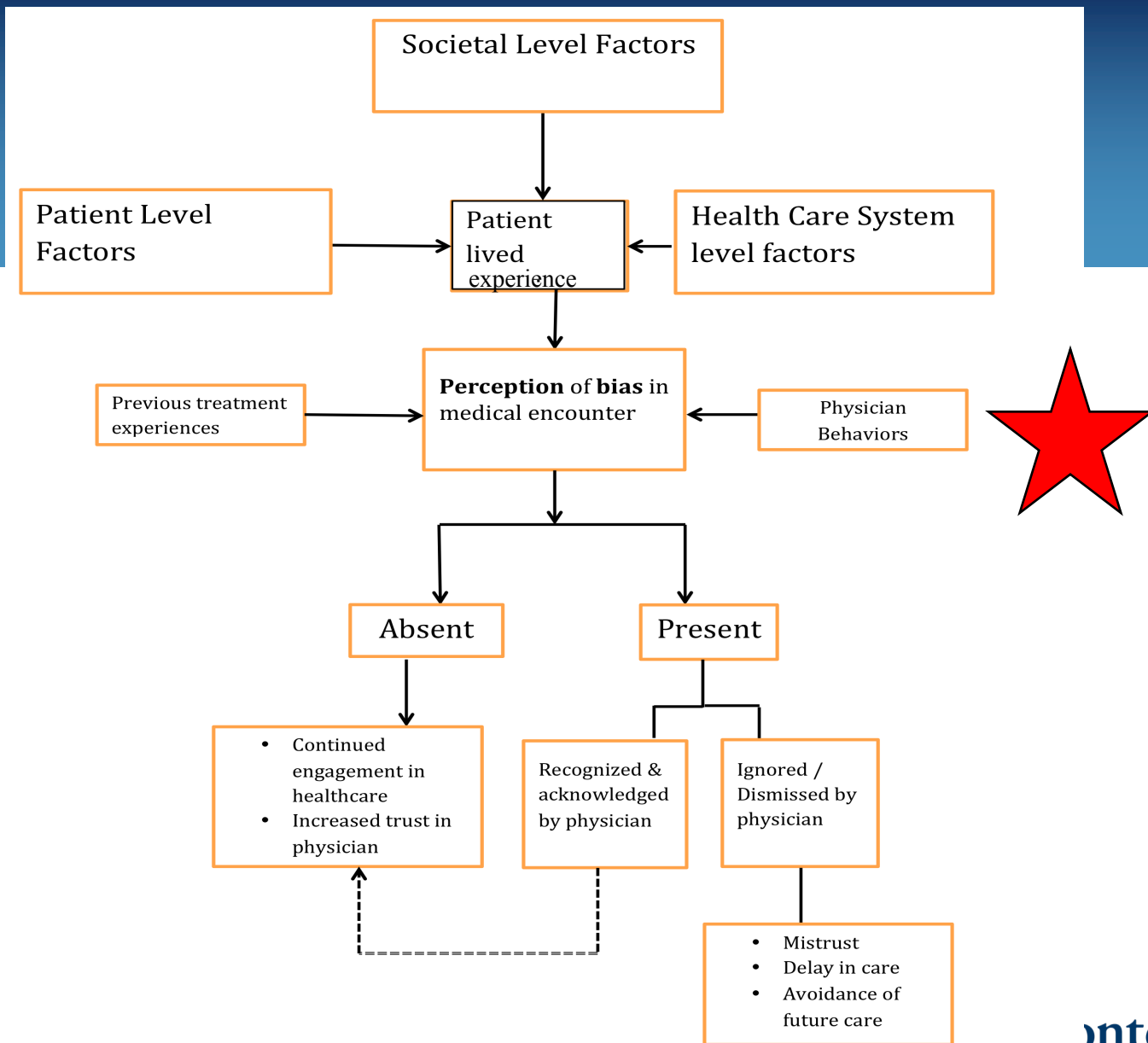


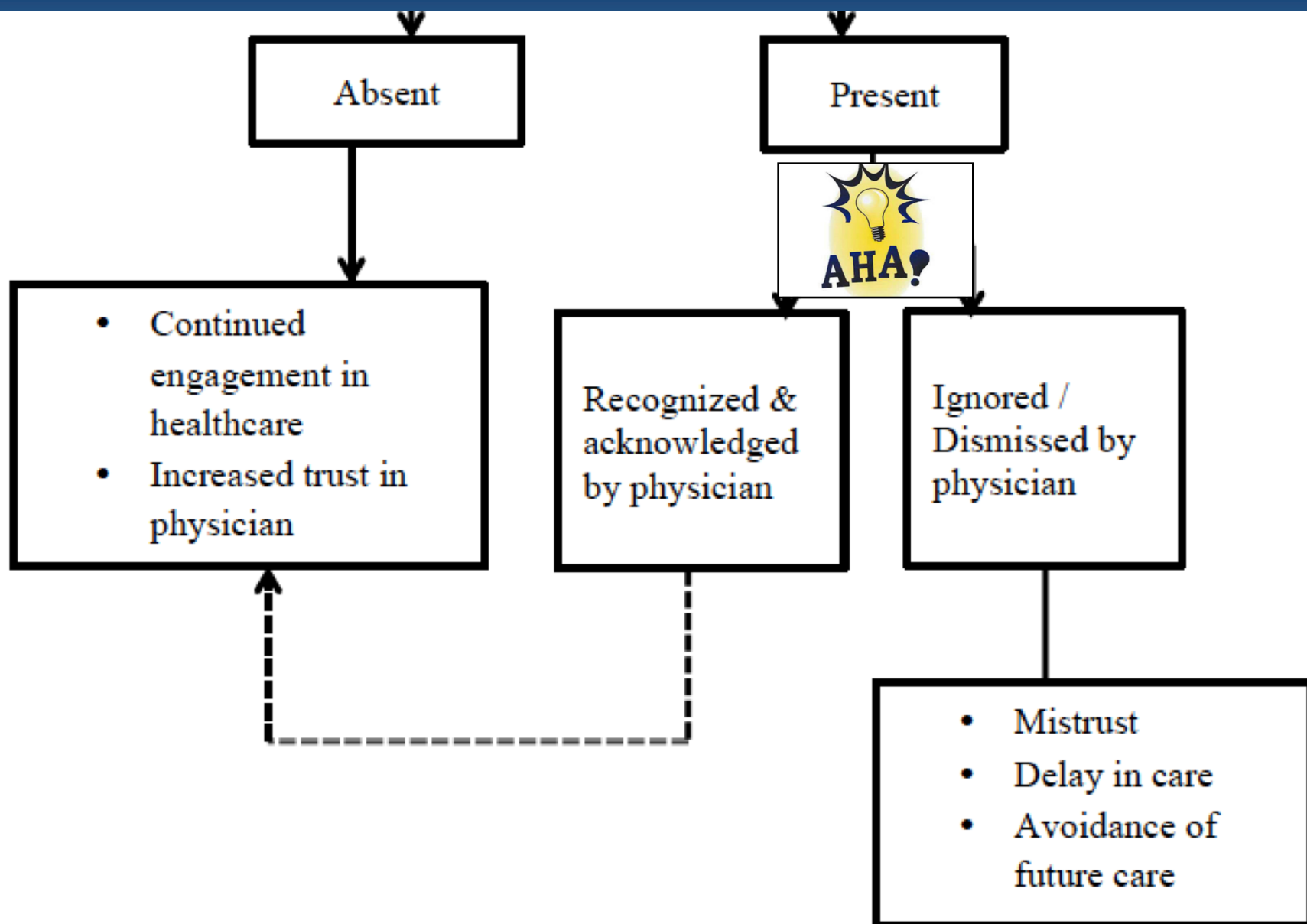
Implicit Bias



Skills-Based Approach

- Informed by rigorous needs assessment
- Qualitative research
 - > Patients
 - > Students
 - > Faculty





Resistance due to lack of
buy-in or fear

Cognitive dissonance
created by the hidden
curriculum

Flattening the hierarchy
and reducing shame

Implicit bias
curriculum
development

Opportunities to enhance
instruction


Student engagement in
present & future instruction

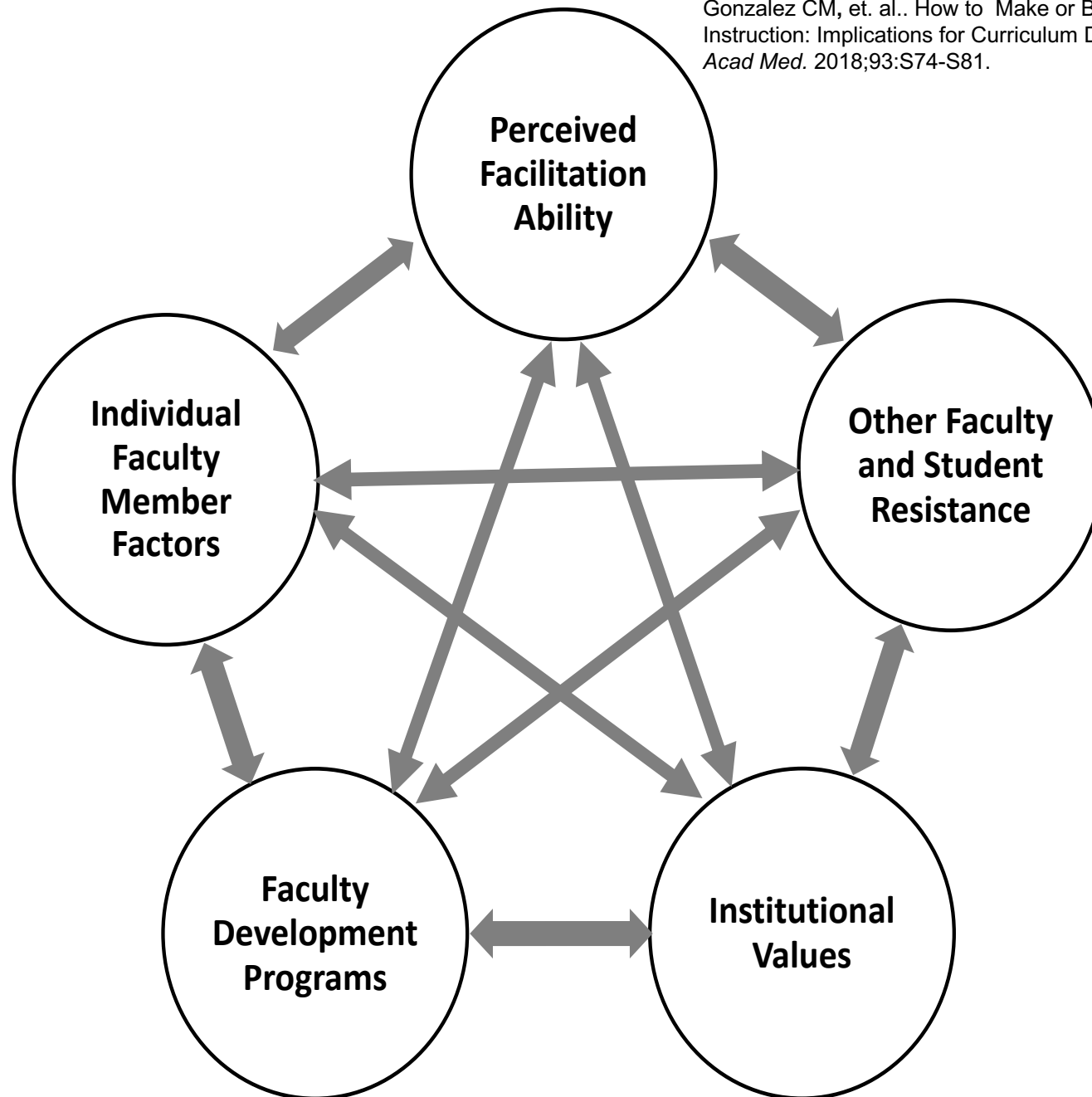
Gonzalez CM, et. al., A Qualitative Study of New York
Medical Student Views on Implicit Bias Instruction:
Implications for Curriculum Development.
J Gen Intern Med. 2019;34(5):692-698.

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College of Medicine

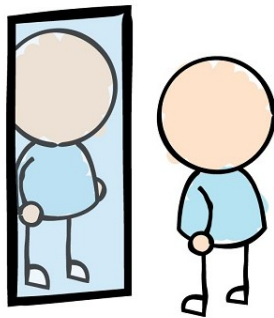
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Cognitive dissonance
created by the hidden
curriculum





Faculty Introductory Seminars



Self-Monitoring



Perspective
Taking



Seeking Consultation



Creating a safe space

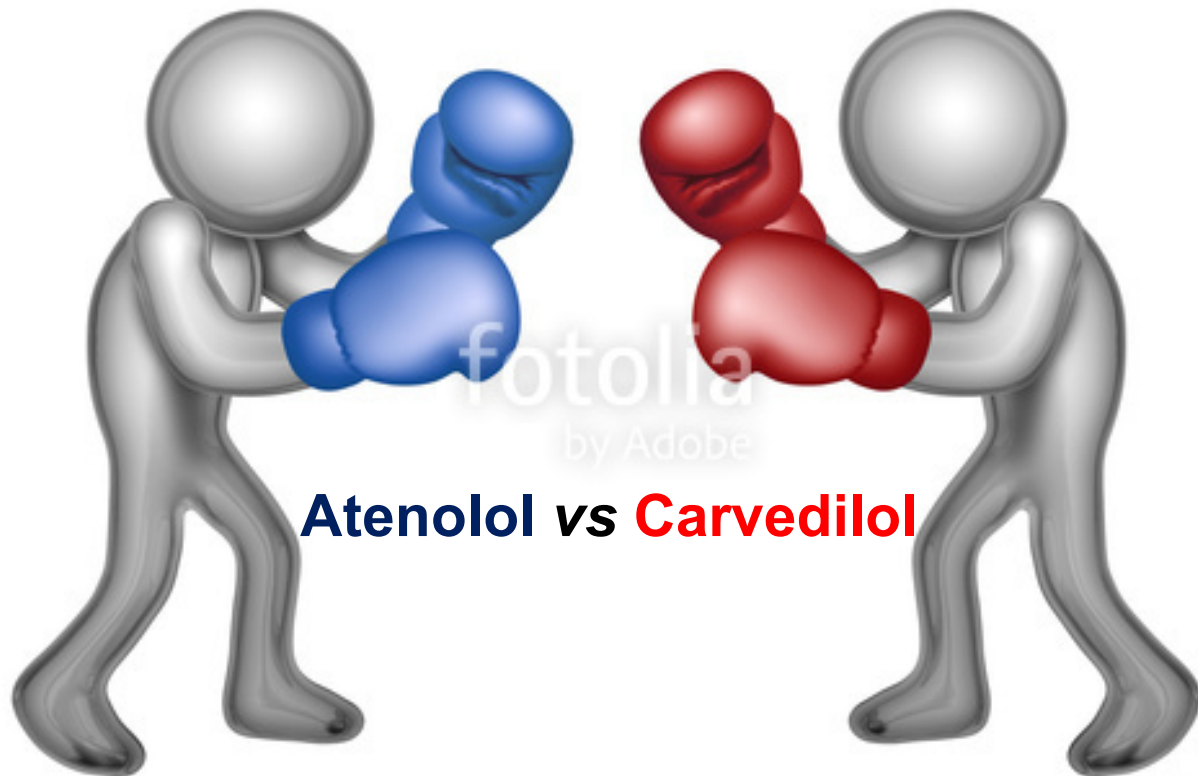
Skills-Based Interventions for Medical Students

- Compulsory curriculum
 - > Reflection and strategy identification
- MS1 Elective¹⁰
 - > Novel educational strategies
 - Active learning
 - Perspective taking
 - Bystander training
 - Role-plays
 - Structured debrief
 - Skill development and practice

MS1 Elective- Program Evaluation¹⁰

- Focus groups
 - > Thematic content analysis
 - > Three themes
 - Student engagement can be enhanced
 - Instruction is empowering
 - It can be done!
- Post-session debriefs
 - > Lessons learned

Lessons Learned: Strategies¹⁰

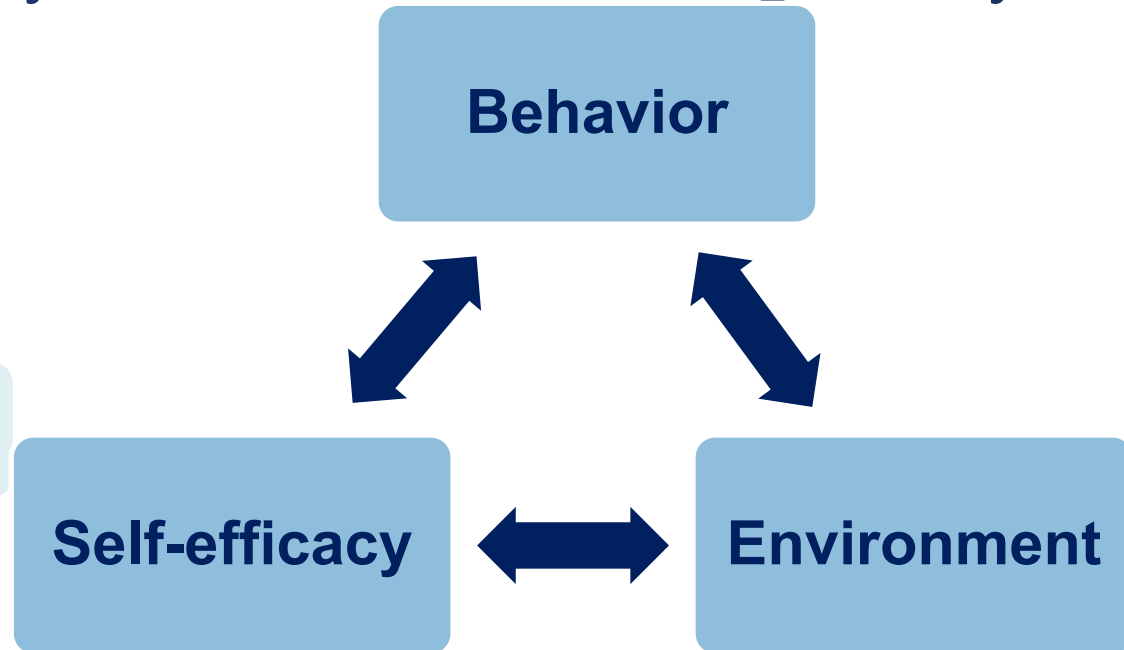
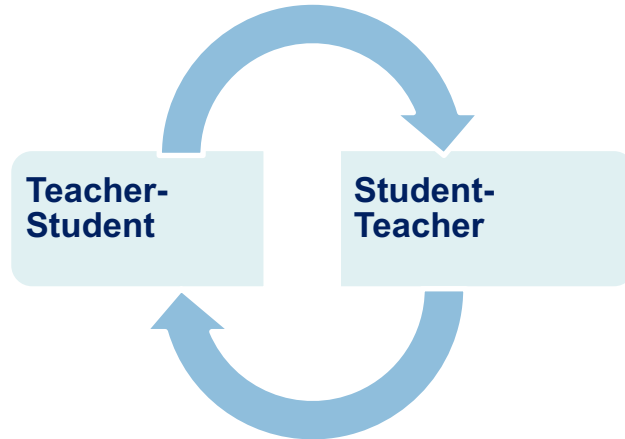


Atenolol vs Carvedilol

#47348665

Lessons Learned¹⁰

- Paulo Freire's Theory of Problem Posing Education
- Social learning theory



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Identify one strategy that you yourself could implement to discuss an instance where you suspect implicit bias is affecting a clinical encounter that you are observing.

**Identify one strategy engage with a learner
when they are asking you about a
potentially biased encounter**

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THANK YOU!

- Questions?
- Please take the anonymous survey
 - > Left side is how you felt **BEFORE** the session (in retrospect)
 - > Right side is how you feel **CURRENTLY**
- https://uclahs.az1.qualtrics.com/jfe/form/SV_4IoNc0Q3ECUTeC1



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- Paul R. Marantz, MD, MPH
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- Julie List, LCSW
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- Small group facilitators
- Einstein Students

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