“Addressing Implicit Bias on Inpatient Teams” Small Group Tool

Learning Objectives:
1. Describe how bias and racism impact common clinical scenarios that residents may experience in the clinical setting.
2. Develop strategies for discussing race and bias in the clinical setting, including with a variety of members of an interdisciplinary and/or hierarchical team.

Format and Materials Needed:
- 45 minute small group workshop
- 1 facilitator for 7-8 small group participants
- The workshop is embedded in the “senior residents as teachers” curriculum, which is a six-part series of leadership and educational workshops for residents completing their inpatient senior resident rotation

Description of Tool:
- Review ground rules
- Facilitator leads guided discussion using two sample cases and discussion questions:
  o Case 1: A senior resident notices an attending creating two differing pain management plans for the treatment two patients with osteomyelitis.
    ▪ Case 1 Selected Discussion Questions:
      • What is the possible role of bias and stereotyping in this case?
      • When we are taught about pain, how are we taught to interpret the patients’ reporting of their pain? ‘validity’?
      • How would you approach this topic with your attending and other members of the team?
  o Case 2: A senior resident is signing out an ICU transfer to the intern, a child from a low-income minority neighborhood who is repeatedly re-admitted for diabetic ketoacidosis. The intern is frustrated by the patient’s lack of compliance and readmissions.
    ▪ Case 2 Selected Discussion Questions:
      • How do policies and discrimination lead to racial segregation and how is racial segregation relevant to why the patient has now presented repeatedly with the same complications?
      • How can you raise these discussion points on the wards with inpatient team members?
      • How can you mitigate bias among your team members?

Adapted From: