Implicit Bias: Conscientious Interventions to Tackle the Elephant in the Room

“Health Equity Rounds” Large Group Presentation Tool

Learning Objectives:
1. To describe how bias affects medical decision making and patient outcomes.
2. To list strategies to mitigate the effects of bias.
3. To apply specific strategies of perspective-taking and self-reflection during a case-based conference.

Format and Materials Needed:
- 60 minute large group case-based presentation
- 1 presenter for large format presentation (100-200 participants), 6-7 facilitators to moderate small-group break-out portion
- Select a case with general medical and implicit bias learning objectives

Description of Tool:
- Introduction and presentation of case
  - Definition of health equity
  - Review ground rules
  - Presentation of patient history and physical
    - Sample Case: 17 year old African American teen mother with headaches, diagnosed with pseudotumor cerebri
    - Sample Case: 3 year old obese Latino boy with abdominal pain, diagnosed with malignancy
  - Discussion of problem representation statement and differential diagnosis
- Perspective taking exercise
  - Imagine yourself in the patient’s shoes. What are your biggest fears and concerns? What would your goals be for this visit?
  - How would you write a problem representation statement that incorporates the patient’s perspective/needs? How is it different from the original problem representation statement?
- Self-reflection group exercise
  - What features of this case resonate with you? Does this case remind you of other patients you have seen?
  - What different biases might come into play with this patient? (be specific, list them)
  - How does it make you feel when you have a patient like this?
- Definition of implicit bias and presentation of racial disparities in pain control
- Case continuation
  - Reveal diagnosis and present patient follow up
- Presentation of strategies to mitigate implicit bias and ongoing institutional efforts

References:

Adapted From: