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

While you wait:
1. Please send a text to the number “22333” with the message: “MOTTOLIN” to join the poll everywhere.
   OR
2. Open this webpage: Pollev.com/mottolin
Disclosures

• No relevant financial relationships to disclosure
Agenda

• Introduction
• Ground Rules
• Background: What is Implicit Bias?
• Overview of tools
• Exploration of tools
  • Presentation of 3 tools
  • Small group discussion
• Planning an intervention
  • Table discussion
  • Large group report out
• Closing
Facilitators

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<tr>
<th>Role</th>
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<td>Medical student education</td>
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<td>Resident education or program leadership</td>
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<td>Department/ divisional leadership</td>
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<td>Other leadership role</td>
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I have ______ experience learning and teaching about implicit bias:

- Limited
- Some/moderate
- Substantial
Why is this topic important to you? (1-2 words, use dashes for phrases like social-justice)
What are you hoping to get out of this session?
Why Implicit Bias?

- Self-Awareness
- Social Determinants of Health
- Diversity and Inclusion
Ground Rules

• Disclaimer: This is a difficult topic
• Maintain a respectful space
• Recognize and honor the diverse backgrounds and experiences in the room
• Be open to recognizing your own biases without self-judgment or defensiveness
• Be open to entering a process of decreasing bias in your personal life, practice, and institution
• Bring humility and assume good intent as we listen to each other’s perspectives
• Unprofessional behavior will not be tolerated
What is implicit bias?
Types of Bias

• Explicit Bias:
  • Conscious preference in favor of, or against, one or many groups
  • Biases you think about and report

• Implicit Bias:
  • Unconscious attitudes and beliefs
  • Can influence behavior
Implicit Bias in the Spotlight

Starbucks controversy shows how implicit bias in law enforcement arrests will affect Black Americans.

By BILL HUTCHINSON

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Why America’s Black Mothers and Babies Are in a Life-or-Death Crisis

The answer to the disparity in death rates has everything to do with the lived experience of being a black woman in America.

By LINDA VILLAROSA APRIL 11, 2018
How Implicit Bias Impacts Health

• In a recent systemic review, 31/37 (84%) studies found pro-white/anti-black or anti-darker skinned bias among health care providers (Maina et al, 2018)

• Whites found to be up to twice as likely to receive thrombolytic therapy than blacks in the setting of acute MI (Kressin & Petersen, 2001)

• In the ED, black children with abdominal pain were less likely to receive pain medication, and more likely to have a prolonged stay, compared to white children (Johnson et al, 2013)

• In the management of pediatric appendicitis, black patients found to be less likely to receive pain medication compared to white counterparts (Goyal et al, 2015)
How to Measure Implicit Bias

• Implicit Association Test, developed in 1998
  • Aims to capture unconscious internal connections between groups and assigned value
  • Measures the time for subjects to match social group with positive and negative attributes

• Other IATs:
  • Gender
  • Sexuality
  • Weight
  • Disability

implicit.harvard.edu
But, what’s the cure?
Interventions to Address Implicit Bias

Small-group interventions

Large-group interventions

Systemic interventions
Interventions to Address Implicit Bias

Small-group interventions

- *Small group session on addressing bias on inpatient teams*
- “Journal Club” using an article that addresses implicit bias in the clinical setting such as
- *Implicit Bias Workshop (“Best Intentions”)
Interventions to Address Implicit Bias

Small-group interventions

Large-group interventions

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Large-group interventions
- Grand Rounds on Implicit Bias
- *Health Equity Rounds
Interventions to Address Implicit Bias

Small-group interventions

Large-group interventions

Systemic interventions
Interventions to Address Implicit Bias

Systemic interventions
- Implicit Bias training for all faculty
  - Especially with any selection committee
- Visiting Professorship
- Diversity and Inclusion Officer
Interventions to Address Implicit Bias

**Small-group interventions**
- *Small group session on addressing bias on inpatient teams*
- "Journal Club" using an article that addresses implicit bias in the clinical setting such as
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**Large-group interventions**
- Grand Rounds on Implicit Bias
- *Health Equity Rounds*

**Systemic intervention**
- Implicit Bias training for all faculty
- Visiting Professorship
- Diversity and Inclusion Officer
Small Group Discussions

Tool 1: “Best Intentions”

Tool 2: “Addressing Implicit Bias on Inpatient Teams”

Tool 3: “Health Equity Rounds”
Best Intentions

• 60 minute small-group workshop
• Recruit 1-2 facilitators for group of 10-12 participants
• One week prior to the workshop, participants are assigned advance work:
  • Take two Implicit Association Tests (IATs) on the Project Implicit website
  • Read the article by Green et al that describes the relationship between bias and disparities in medical care (references below).
• Facilitators lead guided discussion reviewing the following concepts:
  • Discuss the experience of taking an IAT (5-10 minutes)
  • Discuss the process of self-discovery and role of perspective taking (5 minutes)
  • Relationship between IATs and clinical practice (30 minutes)
  • Lessons learned from the group discussion (10 minutes)
Addressing Implicit Bias on Inpatient Teams

• 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
• Facilitator leads guided discussion using two sample cases and discussion questions:
  • Case 1: A senior resident notices an attending creating two differing pain management plans for the treatment two patients with osteomyelitis
  • 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.
Health Equity Rounds

• 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
  • Introduction and presentation of case
  • Perspective taking exercise
  • Self-reflection group exercise
  • 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
Planning an Intervention at Home Institutions

Choose a table: small group, large group, or systemic

Draft an implementation plan:
• Determine forum & audience
• Select tool
• Consider potential barriers
• Identify stakeholders
• Determine session details
• Create evaluation plan

Table discussion

Large group report-out
I plan to implement ________________ related to implicit bias at my own institution.
Conclusion

• Commitment to taking this back to your home institutions to address implicit bias and tackle the elephant in the room

“As a matter of fact, it’s pretty much all we talk about.”

Children’s National™
Thank You for Joining Us!

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Access Supplemental Materials:

https://goo.gl/E1YNCy