Implicit Bias Training for Residents and Advanced Practice Providers

IAT Session Facilitator Guide

Overview (Learning Objective and Sections to Cover)

Learning Objectives:
At the end of the session, the resident/app should be able to:

1. Discuss what implicit bias is and identify how it may affect clinical care, specifically in their specialty
2. Understand the difference between health care disparities and health disparities and how implicit bias relates to one or both of these terms
3. Discuss potential ways of mitigating provider implicit bias in the clinical setting

During the session, consider defining terms such as implicit versus explicit bias, health care disparities versus health disparities.  Healthcare disparities: disparities in health care as racial or ethnic differences in the quality of health care that are not due to access-related factors or clinical needs, preferences, and appropriateness of intervention. (Institute of Medicine, 2002).

Sections:
1) Sign consent form and Take IAT
2) Opening the discussion
3) Discuss the experience of taking an IAT**
4) Discuss the relationship between taking the IAT & Clinical Practice
5) Identification of problems and experiences
6) Discussion of potential solutions
7) Closing – Take survey via RedCap

**The priority for the discussion is on self-reflection the IAT triggered, rather than the IAT themselves. Try to avoid focusing on the test itself, results, mechanics of the test and/or validity. As a facilitator, help guide discussion to a broader discussion of bias and how it affects human interaction. If possible, inviting students to tell their own experiences/stories may be helpful.

Evaluation Component:
The consent form will make clear to participants the following:
An independent observer from the mixed methods research laboratory will be taking notes and the discussion will be recorded and transcribed. After transcription, the
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recording will be deleted so all comments are anonymous. All notes and data collected from the session will be deidentified and aggregated for evaluation purposes.

Description of Sections

1) Taking the IAT (10 minutes)

After sign in and completing consent form. We allotted the first 10 minutes for taking the IAT. Allow participants to take on their mobile device or lap top. We will have a form with URL information for both the IAT test and RedCap survey for participants along with the ground rules detailed below.

2) Opening the discussion

Ground rules:

a. Cell phones on vibrate
b. Avoid making assumptions. If a controversial comment is made, explore rather than criticize, ask “Can you tell me what you meant by.”
c. Focus discussions on positions, not personalities
d. Opinions shared during discussion are not to be made public outside of the dedicated conference time

Purpose:

a. Recognize that implicit bias is inherent
b. Discuss the relationship between physician bias and disparities in healthcare.
c. Explore how our individual biases may change the care we provide to patients
d. Discuss ways to mitigate implicit biases in the clinical learning environment

Goals:

a. The IAT is meant to help each individual think about their inherent biases.
b. Through group discussion, we hope to discuss with our colleagues how our individual implicit biases may influence our care to patients.

3) Discuss the experience of taking the IAT

a. What did you think of the IAT test
b. How did you feel when you got your IAT results? Were your results expected? Why or why no?
c. How do you feel about your results, regardless of whether you expected them?
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4) **Discuss the relationship between IAT & Clinical Practice** *(Please refer to resident written cases to stimulate discussion if necessary)*

   a. How are implicit biases helpful? How are they counterproductive?
   b. Do you think our implicit biases affect the care we provide patients? If yes, how so? If no, why not?
   c. Will your results of the IAT change the way you practice?

5) **Identification of bias within our own practice**

   a. Can you think of a particular experience in which your bias changed the care you provided? (Provide example if helpful)
   b. Can you think of any specific examples where bias resulted in a negative or positive clinical outcome?
   c. Can you identify specific disparities in healthcare that may exist in your specialty and/or at your institution? (Provide example if helpful and/or statistics)

6) **Discuss potential ways of mitigating provider implicit bias in the clinical setting**

7) **Closing (Allow 10 minutes at end for closing and completion of survey)**

   a. Thank residents/APPs for participating
   b. Ask residents/APPs to complete survey via RedCap
   c. Inform residents/APPs that they may contact HAP council project leads (email contact information will be on the sheet with ground rules and URL links to survey and IAT test) if they wish to get involved more on projects related to implicit bias or provide additional examples or experiences they may have after this session on how knowledge of their bias may change their approach to care.