AAP-CA Early Career Pediatrician Town Hall on Racism and Implicit Bias

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Brought to You by Your CA SOECP Leaders

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Thank you for your RSVP to our next AAP CA Early Career Physicians town hall. We hope to use this virtual space to share our thoughts and ideas in addition to raising our needs to other AAP leaders. This is by no means a formal training, but more so, a space for early career physicians to connect with one another and participate in a discussion on topics we deem important in our development as pediatricians.

Additionally, we wanted to share that this month at the virtual AAP National Conference, there was a session from the AAP Section on Minority Health, Equity, and Inclusion about advancing child health equity by applying an anti-racist lens to the systems shaping health and medicine including learning how to address implicit biases, create inclusive workplaces, and relate with cultural humility. There were some references shared that we thought would make for great discussion catalysts for our town hall.

Implicit association tests

Please consider completing one of the following implicit association tests below to inform you about yourself:

- **[CHILD RACE IAT]**
https://implicit.harvard.edu/implicit/user/agg/blindspot/indexrk.htm -> Click, "Continue with the Race IAT".

  - OR -

- **[RACE IAT]**

  https://implicit.harvard.edu/implicit/selectatest.html -> Select, Race IAT or Skin Color IAT.

Measuring Implicit Bias – IAT

Suggested readings

Please consider reading the following attached articles that pertain to the implications and consequences of pediatrician/physician racial biases:

- Physician–patient racial concordance and disparities in birthing mortality for newborns, PNAS 2020
- Am I Racist? Points of Perspective, NEJM 2020
- Unconscious bias and the diagnosis of disruptive behavior disorders and ADHD in African American and Hispanic youth, Commentary, Academic Psychiatry 2020
- A comparison of physician implicit racial bias towards adults versus children, Academic Pediatrics 2017

Additional resources

- AAP page on Racism and its effect on Pediatric Health:

  https://www.aappublications.org/cc/racism-and-its-effects-on-pediatric-health

- AAP Policy Statement - The Impact of Racism on Child and Adolescent Health

  https://pediatrics.aappublications.org/content/144/2/e20191765

- Healthy Children Article:

  https://www.healthychildren.org/English/healthy-living/emotional-wellness/Building-Resilience/Pages/Talking-to-Children-About-Racial-Bias.aspx

- Article from AAP member, Dr. Nathaniel Jones:

  https://services.aap.org/en/news-room/aap-voices/learning-about-racism/

Questions submitted

- Tips for calling out microagressions in the moment
- Suggestions for metrics or evaluations after instituting implicit bias trainings
- Ideal frequency of implicit bias trainings
- What are techniques that will aid us in being more inciteful about our own implicit biases?

Open Forum

- Any examples during your training or attending experiences?
- Teachable moments?