

IMPLICIT BIAS AND ITS IMPACT WITHIN HEALTHCARE

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Objectives

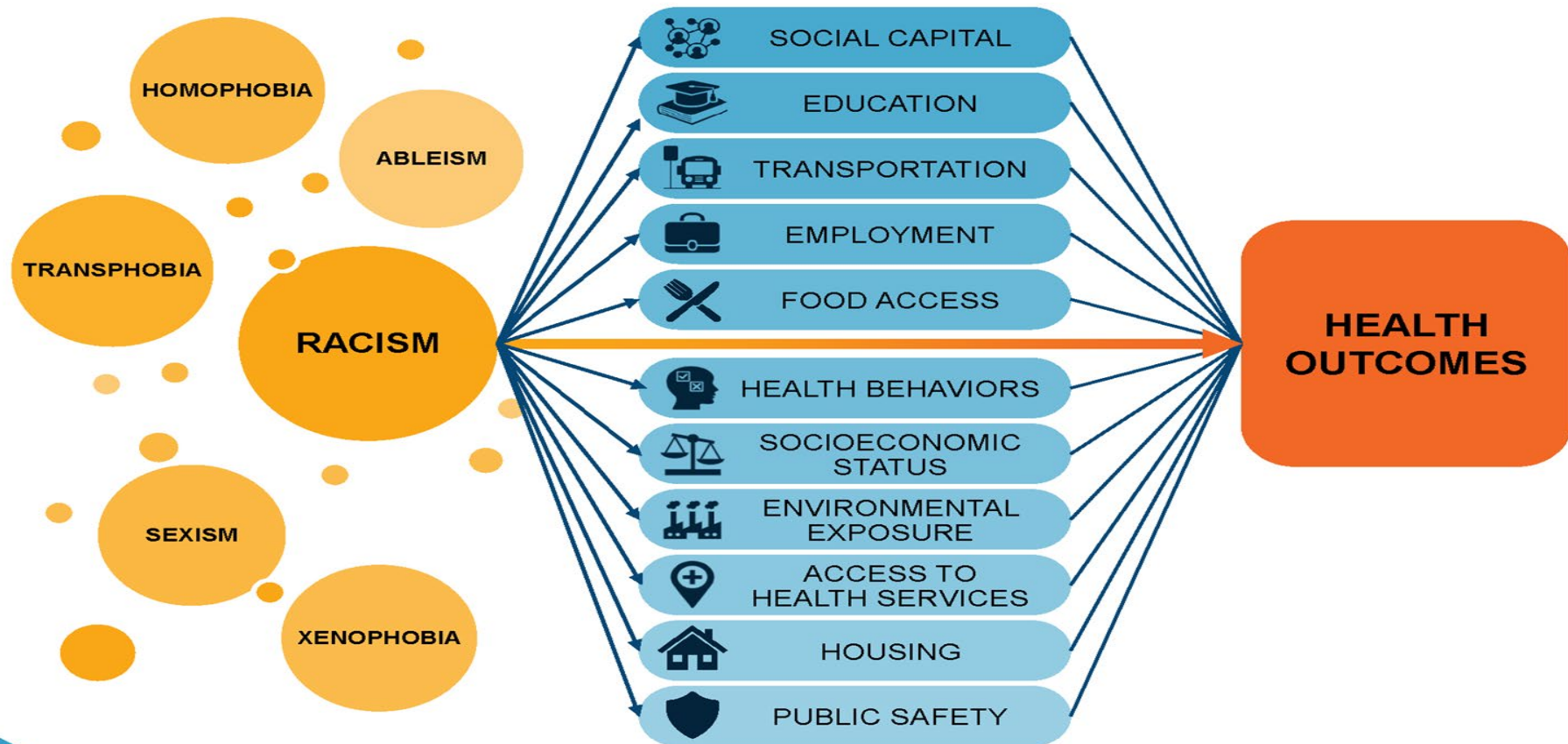
- Examine your own background, identities, and biases and its impact within your own clinical practice.
- Understand the concept of implicit bias in order to recognize examples of unconscious bias and better understand unintentional nature in human interaction.
- Discuss patterns of implicit bias and how it manifests within medical decision making and participation.
- Learn strategies and tools to combat implicit bias and promote transformational interpersonal change.

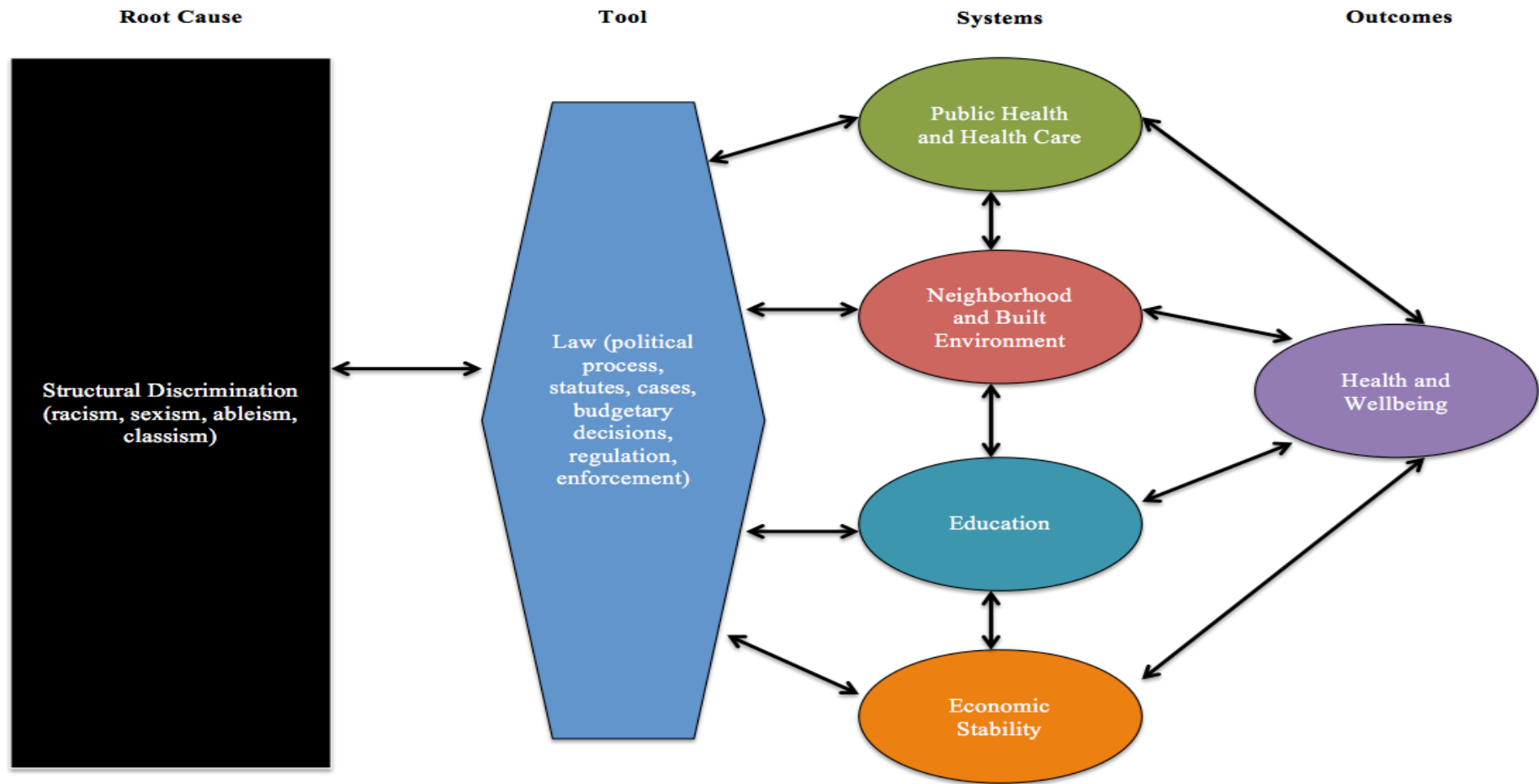


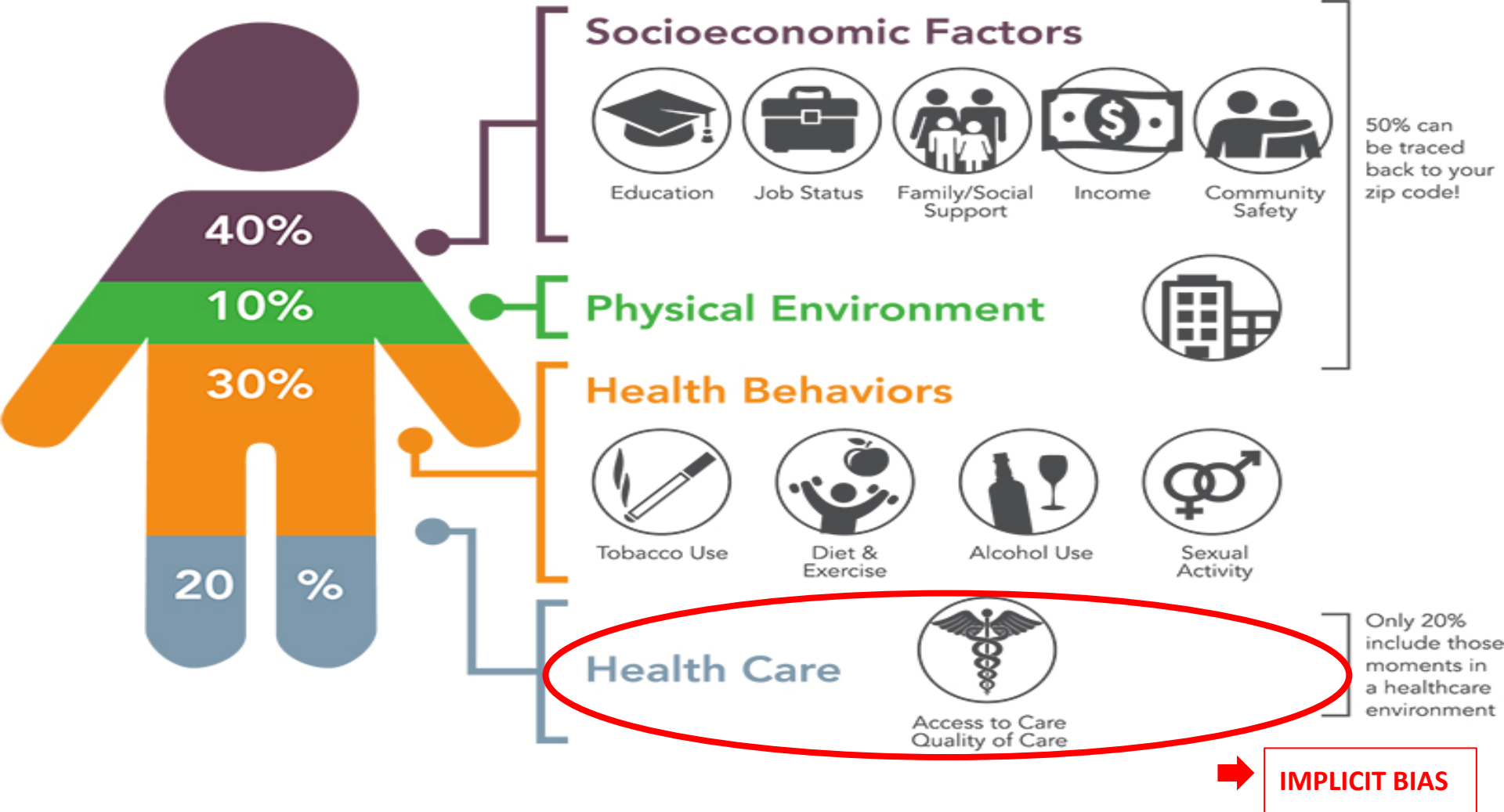
Bias in Healthcare?

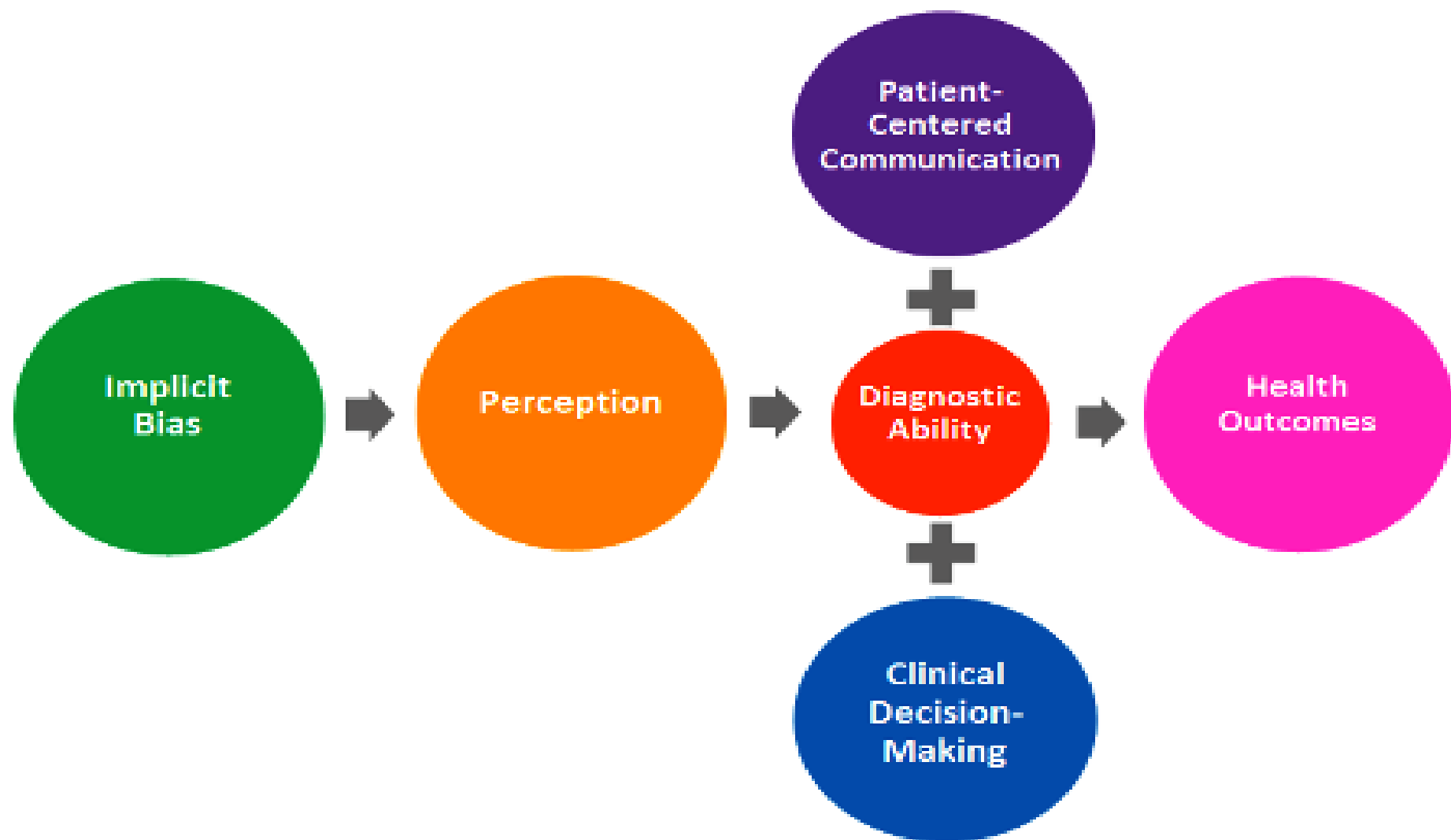
- Medicine was created and based upon the values and prejudices of the broader society; the medical system was intentionally built from a legacy of segregation that pervades our society (i.e Race base guidelines, racial heuristics)
- The healthcare system is a microcosm of U.S. society->**medicine is not immune from bias**

Racism, Among Many Structural Inequities, Negatively Impacts Health Outcomes and Other Social Determinants of Health





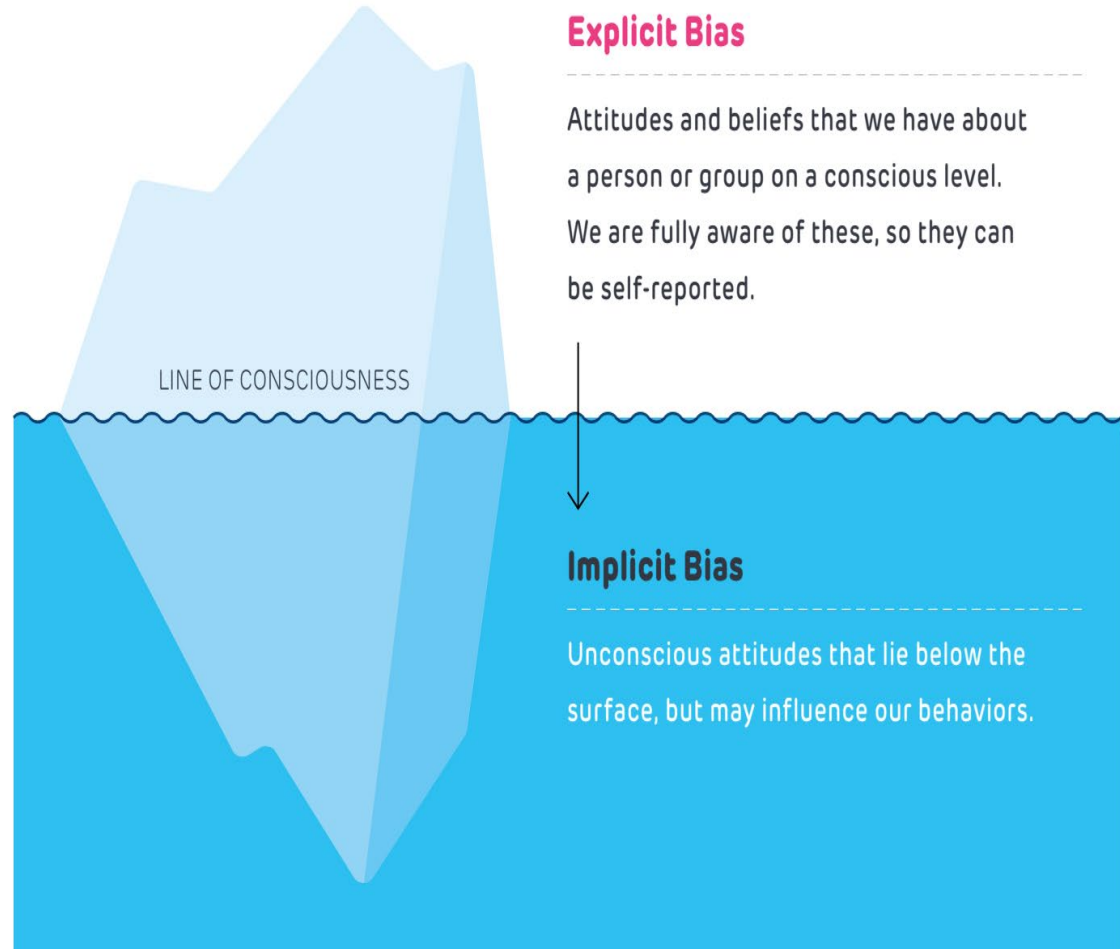




Types of Bias

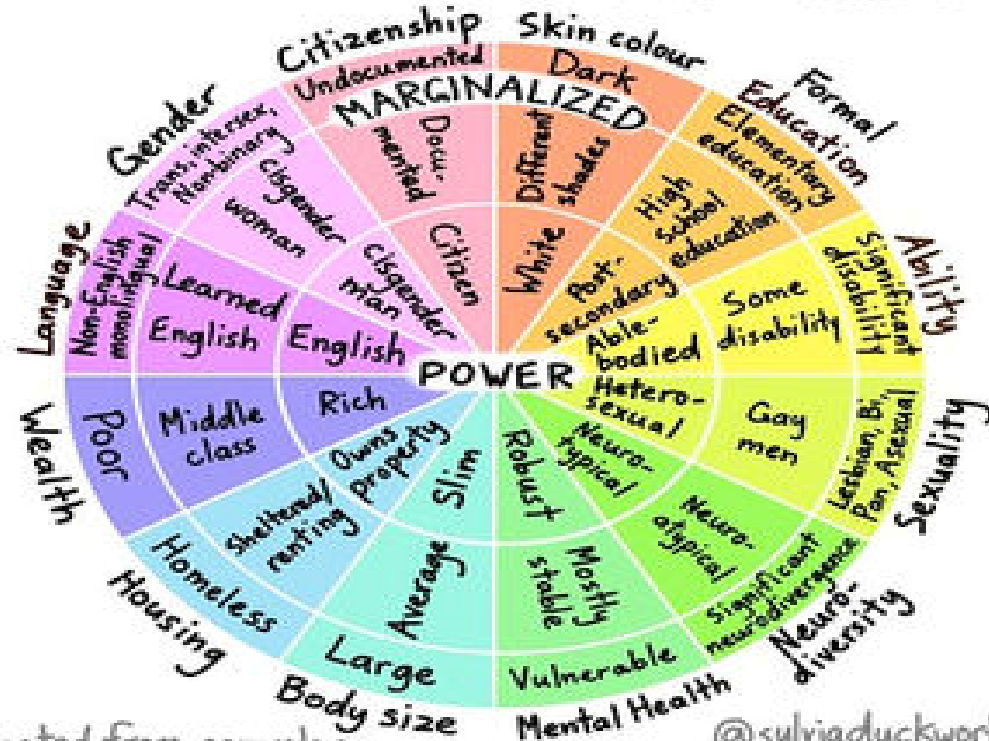
-Explicit (conscious)

-Implicit (unconscious)



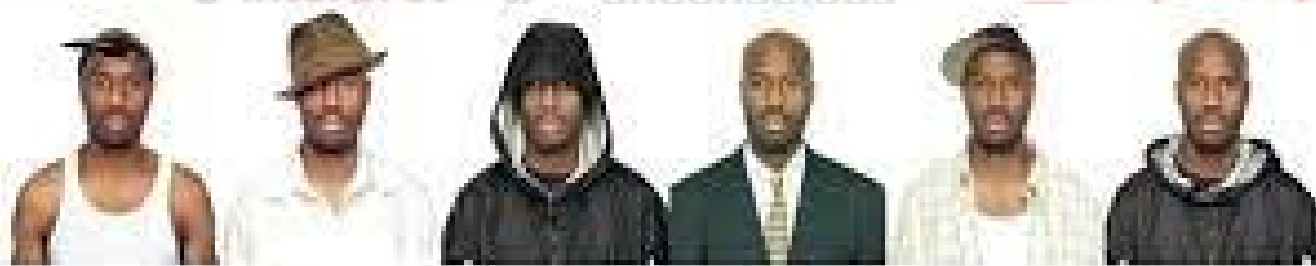
Power, Privilege, and Oppression: Intersectionality

WHEEL OF POWER/PRIVILEGE



As we meet individual patients, what patterns do you notice?

- gender
- skin tone
- ethnicity
- age
- facial expression
- body type
- clothing
- body posture
- setting



Implicit Bias: Eye color

What determines the eye colors we see as desirable?



Implicit Bias





Implicit Bias

What is unconscious bias-> mental associations w/o awareness, intention, control

-often conflict with our unconscious attitudes, behaviors, and intentions

-Implicit bias is pervasive!



What is the utility of bias?

- Create meaning out of our observations
- Gives us mental shortcuts
- Helps to screen out information so can easily focus and concentrate
- Protective mechanism (i.e. burning hand on hot stove)

Implicit Bias

SYSTEMATIC REVIEW

Published In the American Journal of Public Health in 2015, this analysis was a systematic review of 15 studies.

Results showed low to moderate levels of implicit racial/ethnic bias among health care professionals.

Implicit bias was significantly related to patient-provider interactions, treatment decisions, treatment adherence, and patient health outcomes.

Implicit Racial/Ethnic Bias Among Health Care Professionals and Its Influence on Health Care Outcomes: A Systematic Review

William J. Hall, PhD, Mimi V. Chapman, PhD, Kent M. Lee, MS, Yesenia M. Merino, MPH, Tainayah W. Thomas, MPH, B. Keith Payne, PhD, Eugenia Eng, DrPH, Steven H. Day, MCP, and Tamera Coyne-Beasley, MD

Background. In the United States, people of color face disparities in access to health care, the quality of care received, and health outcomes. The attitudes and behaviors of health care providers have been identified as one of many factors that contribute to health disparities. Implicit attitudes are thoughts and feelings that often exist outside of conscious awareness, and thus are difficult to consciously acknowledge and control. These attitudes are often automatically activated and can influence human behavior without conscious volition.

measurement of relevant variables, analyses performed, and results and findings. We summarized study design characteristics, and categorized and then synthesized study findings.

Main Results. Almost all studies used cross-sectional design, convenience sampling, US participants, and the Implicit Association Test to assess implicit bias. Low to moderate levels of implicit racial/ethnic bias were found among health care professionals in all but 1 study. These implicit bias scores are similar to those in the general population. Levels of implicit bias are

Impact of Implicit Bias: Patient Care

Implicit bias during diagnosis

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graph TD; A[Implicit bias during diagnosis] --> B[Negative impact on physician-patient interactions]; A --> C[Change treatment plans]; A --> D[Perpetuate existing disparities in the healthcare system];
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Negative impact on
physician-patient
interactions

Change
treatment
plans

Perpetuate existing
disparities in the
healthcare system

Propagating Implicit Bias in Medical Education

What biases do students learn during their medical education and how does it shape their individual personal biases?

The NEW ENGLAND JOURNAL of MEDICINE

MEDICINE AND SOCIETY

Debra Malina, Ph.D., *Editor*

Misrepresenting Race — The Role of Medical Schools in Propagating Physician Bias

Christina Amutah, B.A.,* Kaliya Greenidge,* Adjoa Mante, A.B.,* Michelle Munyikwa, Ph.D.,* Sanjna L. Surya, B.A.,* Eve Higginbotham, M.D., David S. Jones, M.D., Ph.D., Risa Lavizzo-Mourey, M.D., M.B.A., Dorothy Roberts, J.D., Jennifer Tsai, M.D., M.Ed., and Jaya Aysola, M.D., D.T.M.H., M.P.H.

Conceptions of race have evolved and become more nuanced over time. Most scholars in the biologic and social sciences converge on the view that racism shapes social experiences and has biologic consequences and that race is not a meaningful scientific construct in the absence of context.^{1,3} Race is not a biologic category based on innate differences that produce unequal health outcomes. Rather, it is a social construct that reflects the impact of historical and

In examining more than 880 lectures from 21 courses in one institution's 18-month preclinical medical curriculum, we found five key domains in which educators misrepresent race in their discussions, interpretations of race-based data, and assessments of students' mastery of race-based science.

Indeed, in all the authors' home institutions we found similar misrepresentations of race.¹⁵ Social medicine or equivalent courses discuss

Impact of Implicit Bias: Academic Medicine

- URM faculty in medicine-percentage represented, promotion, etc
- LOR for male vs female
- clinical clerkship evaluation scores, difference in narratives



Ways to Mitigate Individual Bias

- Acknowledgement
- Critically analyze self, transparency
- Explore and have internal dialogue in uncomfortable moments
- Perspective-taking
- Individualize patients and counter-stereotype
- Promote patient-physician partnerships
- Engage with different, multiple viewpoints and promote self explore
- Seek feedback

Implicit Association Tests (IAT)

“Project Implicit” at Harvard University



Project Implicit®



THANK YOU!

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