

Implicit Bias Training: Mitigating Implicit Bias in Clinical Practice

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Mitigating Implicit Bias in Clinical Practice



An ongoing, deliberate process

Ways to Mitigate Implicit Bias

- Increasing self-awareness and taking the social perspective of others
- Building empathy
- Practicing mindfulness techniques that develop self-regulation and monitoring of behaviors
- Activating goals that promote fairness and equality
- Collecting counter-stereotypical information

Learner Activity

- Think of a number between 1 and 10.
- Add 2.
- Double the number.
- Subtract your original number.
- Add 8.
- Subtract your original number.
- Divide by 3.
- Find the corresponding letter of the alphabet (1=A, 2=B, 3=C, etc.).
- Think of a country that starts with that letter.
- Think of an animal that starts with last letter of the country.
- Think of a fruit that starts with the last letter of the animal.

Denmark Kangaroo Orange

Countries that start with D	Animals that start with K	Fruits that start with O
Denmark	Kangaroo	Orange
Djibouti	Komodo Dragon	Olive
Dominica	Kitten	Okra
Dominican Republic	Koala	
	Koi	

Implicit Association Test (IAT)

- Series of free, publicly available computer-based exercises
- Developed by Project Implicit[®], a long-term research project based at Harvard University
- Asks participants to associate words with images to assess automatic associations between concepts by measuring the time and latency of their responses



The screenshot shows the Project Implicit website interface. At the top, there is a logo for Project Implicit and a promotional banner for a book titled "BLIND SPOT". Below the logo, there are three main sections: "PROJECT IMPLICIT SOCIAL ATTITUDES" with a login/register form, "PROJECT IMPLICIT MENTAL HEALTH", and "PROJECT IMPLICIT FEATURED TASK". Below these sections, there is a list of available IAT tests, each with a blue button and a description:

- Gender-Career IAT**: *Gender - Career*. This IAT often reveals a relative link between family and females and between career and males.
- Skin-tone IAT**: *Skin-tone ('Light Skin - Dark Skin' IAT)*. This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.
- Presidents IAT**: *Presidents ('Presidential Popularity' IAT)*. This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.
- Weight IAT**: *Weight ('Fat - Thin' IAT)*. This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.
- Native IAT**: *Native American ('Native - White American' IAT)*. This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.
- Weapons IAT**: *Weapons ('Weapons - Harmless Objects' IAT)*. This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.
- Disability IAT**: *Disability ('Disabled - Able' IAT)*. This IAT requires the ability to recognize symbols representing abled and disabled individuals.
- Age IAT**: *Age ('Young - Old' IAT)*. This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.
- Asian IAT**: *Asian American ('Asian - European American' IAT)*. This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

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Discussion of IAT Results

- Was anyone disturbed by their results? If so, please explain.
- How did your results make you feel? Please explain.
- Do your results make you feel differently about how you approach patient care? If so, how?

Social Perspective-Taking Survey

- Read each statement on the survey and select those that you feel describe your experience.
- Count your total number of affirmative responses and write the number in the space below the survey.
- Stand when you are finished.

Please Sit If Your Total Is...

0-5

6-10

11-15

Reflection

- What types of identities are reflected in these statements?
- What stood out to you?
- Were there any statements that you had never thought of before? If so, which ones?
- Were there any statements that you had thought about before? Please explain.
- Are there any statements you really wanted to select but couldn't?
- Are there any statements you would add? If so, why?

Why is this important to the work we do as health care professionals?

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