

LCC Session: Biases
CanMEDS Competency: Professional
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***GOAL:** The purpose of this session is to consider the impact of your unconscious biases on how you provide medical care, and the impact of the unconscious biases of others (general population typical preference for cis-gendered, white, heterosexual, male physicians) on your working environment.*

This year LCC will have an overarching theme of racism and discrimination in medicine, which will circle through a few of our sessions. In this first session, we'd like everyone to delve into our own implicit or unconscious biases. Subsequent sessions will focus specifically on issues of anti-black and anti-Indigenous racism, as well as explore the concept of micro-aggressions and how to counter these in both personal and systems spaces.

PRE-SESSION MATERIALS

1. Required materials:

- VIDEO – please watch from at least 4 minutes onward
https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them#t-83837
- QUIZ – Implicit association test: please do **at least one**, but ideally consider taking several crossing ideas of race, gender, disability, weight, age and sexuality.
 - <https://implicit.harvard.edu/implicit/takeatest.html>
- ARTICLE - Racism toward physicians:
<https://www.theguardian.com/commentisfree/2016/mar/14/racism-is-the-elephant-in-the-hospital-room-but-what-can-doctors-do>
- ARTICLE – Accent bias: https://www.eurekalert.org/pub_releases/2018-09/mu-dwt091718.php

2. Additional items if you are interested:

- A Framework for including IAT and implicit bias in education:
https://journals.lww.com/academicmedicine/Fulltext/2018/01000/A_Framework_for_Integrating_Implicit_Bias.17.aspx
- Dr. Javeed Sukhera video on implicit biases:
<https://www.youtube.com/watch?v=nxgHKbFHkKc>

- How to use the IAT in health professions education:
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6820611/>
- Results of IAT testing among health professionals:
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4638275/>
- Implicit bias test results, scholarly article:
<https://bmcomedethics.biomedcentral.com/articles/10.1186/s12910-017-0179-8>
- Cognitive de-biasing scholarly article:
http://qualitysafety.bmj.com/content/22/Suppl_2/ii58

FACILITATOR GUIDE

We would like to encourage discussion among the residents about how unconscious biases affect them and their patients in healthcare interactions. We'd like them to consider a wide variety of viewpoints and come to this issue with consideration. Please encourage discussions about their own experiences – in both the role of physician and patient/family if they are willing to share.

Questions to encourage discussion

1. Bias toward physicians:

- Have you ever been mistaken as not being the doctor in a healthcare interaction? Who were you mistaken for? Why do you think that was?
- Have you ever seen a physician be on the receiving end of a biased interaction with a patient? How did that person react, and in reflection, was there a better way?
- Have you ever been able to use your experiences as a member of a minority group to your benefit in a healthcare interaction?

2. Physician Biases:

- Have you seen physicians/other health professionals interact with patients in a biased way? How did that impact the interaction? Did you do anything to intervene – and if not, what might you have considered doing in retrospect? Did that physician understand that they were allowing their biases to affect their interaction?
- Did you do any of the quizzes? If so, how did your quiz results surprise you?
- How have you learned to confront your biases?