



2020 LEAD Capstone Poster Session

Addressing Implicit Bias in the Healthcare Setting

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Abstract

- More than 250,000 people die in the US every year because of medical errors. A big portion of these errors occur because implicit bias, which all humans possess, are activated in the most unfortunate time.
- Implicit bias training is crucial in order to not only address medical errors but also health disparities
- A training program that will last 6 sessions is proposed
- We expect that attendees will self-explore their biases
- We will also discuss debiasing techniques



Objectives

- Facilitate self-exploration of implicit biases
- Create a safe zone where participants can share experiences
- Discuss cultural competency, perceived discrimination and how they impact healthcare
- Present case studies and facilitate discussion



Background Information

- A recent systematic review that analyzed 42 articles on implicit bias in healthcare reported that almost all of the articles revealed that implicit biases are common among healthcare professionals. These following characteristics were found to be the subject of implicit bias; race/ethnicity, gender, socio-economic status (SES), age, mental illness, weight, having AIDS, patients with brain injury, intravenous drug users, disability, and social circumstances.



Specific Aims

- Organize 6 bi-monthly lunch and learn sessions for SHP faculty and staff on implicit bias and cultural competency
- Prepare a curriculum that will include various concepts as they relate implicit bias, its impact on patients, perceived discrimination, stereotyping, ethnocentrism, IAT and debiasing techniques
- Deliver the content with also help of guest speakers



Project Plan

- I previously taught a class on implicit biases and cultural competence to Physical Therapy students at UNT and implemented many innovative teaching methods. In the bi-monthly luncheon series, I propose to follow this plan;
 - Provide stats around implicit bias and its impact in healthcare
 - Ask participants to take validated implicit bias tests (such as IAT by Harvard)
 - Create a safe zone where participants can share their own experiences
 - Provide case studies for discussion
 - Offer tools for debiasing
 - Invite guest speakers to share their knowledge/experience



Application of What You Learned at LEAD

- Communication skills
- Leading others
- PAR strategy



Proposed Budget

- Box lunch for about 30 attendees every session (post-Covid)
- Estimated cost of one box lunch: \$15 (includes water or soda)
- Total cost: $\$15 \times 30 \text{ persons} \times 6 \text{ sessions}$
- Total budget = \$2700



Innovation and Significance

- In the healthcare setting, implicit biases may lead to errors that diminish patient quality of life, damage practitioners' reputation and impose financial loss on health facilities.
- By organizing this luncheon series, I am planning to raise awareness about implicit bias as it relates to healthcare. I believe, the series will contribute to a reduction in implicit bias related medical errors as well as improve the situation as it relates to health disparities.



References

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- FitzGerald C, Hurst S. Implicit bias in healthcare professionals: a systematic review. BMC Med Ethics, 18(1): 19, 2017.
- Abrishami, D. The Need for Cultural Competency in Health Care. Radiol Technol, 89(5):441-8, 2018.