Up Close and Personal: Expanding the Framework for Disparities Education

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Outline

● Overview of clinician bias
● How clinician bias contributes to disparities
● How education can decrease this contribution
Overview of disparities

CDC.gov
Clinician bias

EXPLICIT PROCESSING (conscious)
● *bias is rare - especially among clinicians*

IMPLICIT PROCESSING (unconscious)
● may actively conflict with explicit beliefs and desires
● not subject to conscious awareness or control
● *bias is pervasive - including among clinicians*
Overview of the clinical encounter

HEALTHCARE

Beliefs and behavior

Communication

PATIENT

CLINICIAN

Beliefs and behavior
Impact on communication

HEALTHCARE DISPARITIES

Beliefs and behavior

Communication

non-verbal length of encounter talk-time ratio

patient perceptions and satisfaction

PATIENT

implicit

CLINICIAN

implicit
Impact on subjective decisions

HEALTHCARE DISPARITIES

Beliefs and behavior

Pain severity
Triage
abuse
Responsibility

STI risk
Drug

Compliance

PATIENT

CLINICIAN

implicit

implicit

Communication

implicit
Impact on objective decisions

HEALTHCARE DISPARITIES

Beliefs and behavior
Thrombolysis of acute coronary
Referral to specialist
Opioid prescription

CLINICIAN
implicit

STRESS
Cognitive
Physical
Emotional

Stepanikova, 2012
Can we alter implicit bias?

- Communication
- Erase implicit bias
- Healthcare disparities
- Beliefs and behavior
- Compensate for implicit bias
- External stressors

CLINICIAN

Implicit
Short-term compensation

HEALTHCARE DISPARITIES

Communication

Beliefs and behavior

Recognition of bias
Perspective-taking
Individuation
Common identities

Compensate for implicit bias

Resilience

STRESS

CLINICIAN

Erase implicit bias

implicit
Long-term moderation

HEALTHCARE DISPARITIES

Communication

Beliefs and behavior

Compensate for implicit bias

STRESS

CLINICIAN

Erase implicit bias

Understanding of bias
Stereotype replacement
Counter-stereotypic
Individuation
Perspective taking
Increased contact

implicit
Clinicians carry significant implicit bias

This implicit bias influences
- communication
- decision-making
- especially in certain clinical conditions

How can training decrease this contribution?
- short-term compensation
- long-term modulation
Key resources and acknowledgements

- Institute of Medicine (2002). Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care
- www.projectimplicit.com
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