

Quality Care is Equitable Care Series

Reducing Implicit Bias in Health Care: Moving Toward Equal Treatment

Session 3: Next Learnings and Resources

Next Learnings: (proposed questions for future reflection, discussion and professional collaboration)

1. Do you feel empowered to address racial bias or national origin bias in your organization or practice? Why or why not?
2. Have you observed or otherwise become aware of how patients may have been affected by implicit bias in your practice/organization?
3. Which strategy or strategies to reduce implicit bias do you plan to use personally?
4. Which strategies to reduce implicit bias do you believe your organization would support?
5. How would you assess outcome(s) of implicit bias reduction in your practice or organization?

Resources for you and/or your practice/organization:

Bowen Matthew, D. (2015). *Just Medicine*. New York: New York University Press.

Bowen Matthew, D. (2018). "The race problem" in American health care: The work that remains. <https://youtu.be/crFc9zfu1Q8>

Lopez, B. L. (2019). Unconscious bias in action. In M. L. Martin, S. Heron, L. Moreno-Walton, & M. Strickland (Eds.), *Diversity and Inclusion in Quality Patient Care: Your Story/Our Story - A Case-Based Compendium* (pp. 69–74). New York: Springer International Publishing.

Edgoose, J., Quiogue, M., and Sidhar, K. (2019). How to identify, understand, and unlearn implicit bias in patient care. *Family practice management*, 26(4), 29-33. <https://www.aafp.org/fpm/2019/0700/p29.html>

FitzGerald, C., and Hurst, S. (2017). Implicit bias in healthcare professionals: A systematic review. *BMC Medical Ethics*, 18(1), 19. <https://doi.org/10.1186/s12910-017-0179-8>

Project Implicit. *Implicit Association Test (IAT)*. <https://implicit.harvard.edu/implicit/takeatest.html>

How microaggressions are like mosquito bites • Same Difference
<https://www.youtube.com/watch?v=hDd3bzA7450>

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Irving, Debby. [Waking up White: And Finding Myself in the Story of Race](#). Cambridge, MA: Elephant Room Press, 2014.

How to Be an **Antiracist**. New York: One World. Kendi, Ibram X., How to Be an **Antiracist**. New York: One World, 2019.

Kahneman, D. (2011). *Thinking, fast and slow*. Farrar, Straus and Giroux.

Casey, Mary E. & Shannon Murphy Robinson (2017). *Neuroscience of Inclusion: New Skills for New Times*, Outskirts Press, Inc.

Menakem, R. (2017). *My grandmother's hands: racialized trauma and the pathway to mending our hearts and bodies*. [United States]: Central Recovery Press, LLC.

Eberhardt, J. L. (2019). *Biased: uncovering the hidden prejudice that shapes what we see, think, and do*. New York: Viking.

Wilkerson, I. (2020). *Caste: The Origins of Our Discontents*.

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