

# Your Personal Relationship to Bias

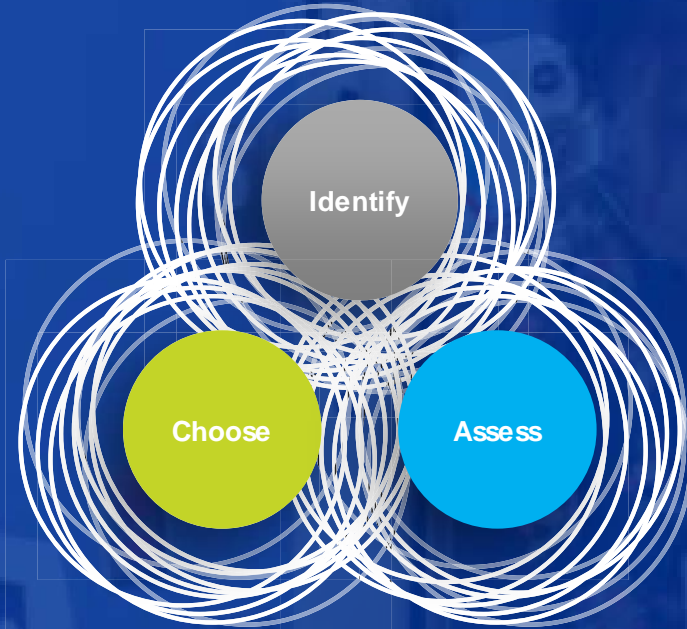
## Amy's Story



## Bias Contributors



## Bias Contributors



### Experience

Education  
Life Events  
People I've met  
Things I've seen



### Ego

Identity  
Personal  
Preferences  
Tendencies  
Mindset



### Environment

Family  
Socio-economic  
Power  
Privilege

# Case Study Examples

- An analysis of more than one million clinical visits for children with symptoms of respiratory infections found that Black children were **significantly less likely** than White children to receive antibiotics.

Gerber et al., 2013

- Physicians are **less likely to recommend physical activity** for arthritis patients who are older than 65 years old than those in other age groups.

Journal of Physical Activity and Health, 2013



# Case Study Examples

- Women presenting with cardiac heart disease (CHD) symptoms are **significantly less likely than men to receive diagnosis, referral and treatment**, due to misdiagnosis of stress/anxiety.

Journal of Women's Health, 2009

- Primary care providers were more likely to rate visits with obese patients as a **waste of time** and **spend 28% less time** with obese patients than those with normal weight.

Obesity Reviews, 2015





# Case Study Examples

- Hispanic patients were seven times **less likely to receive opioids** in the emergency room than non-Hispanic patients with similar injuries.

Journal of General Internal Medicine, 2013

- Medical students treating patients with shortness of breath were **more likely to recommend lifestyle changes** to patients who were obese (54% vs. 13%), and **more likely to prescribe medication** to manage symptoms if they were normal weight (23% vs. 5%).

Obesity Reviews, 2015



# Case Study Examples

- White male physicians are less likely to prescribe pain medication to black patients than to white patients.

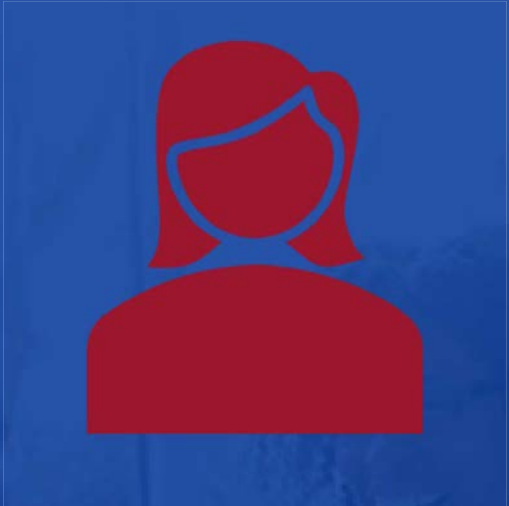
Cardiovascular Reviews & Reports, 2004

- Physicians with a pro-white bias are 23% **more likely to dominate conversations** and 33% **less engaged in patient-centered communication** with black patients.

American Journal of Public Health,

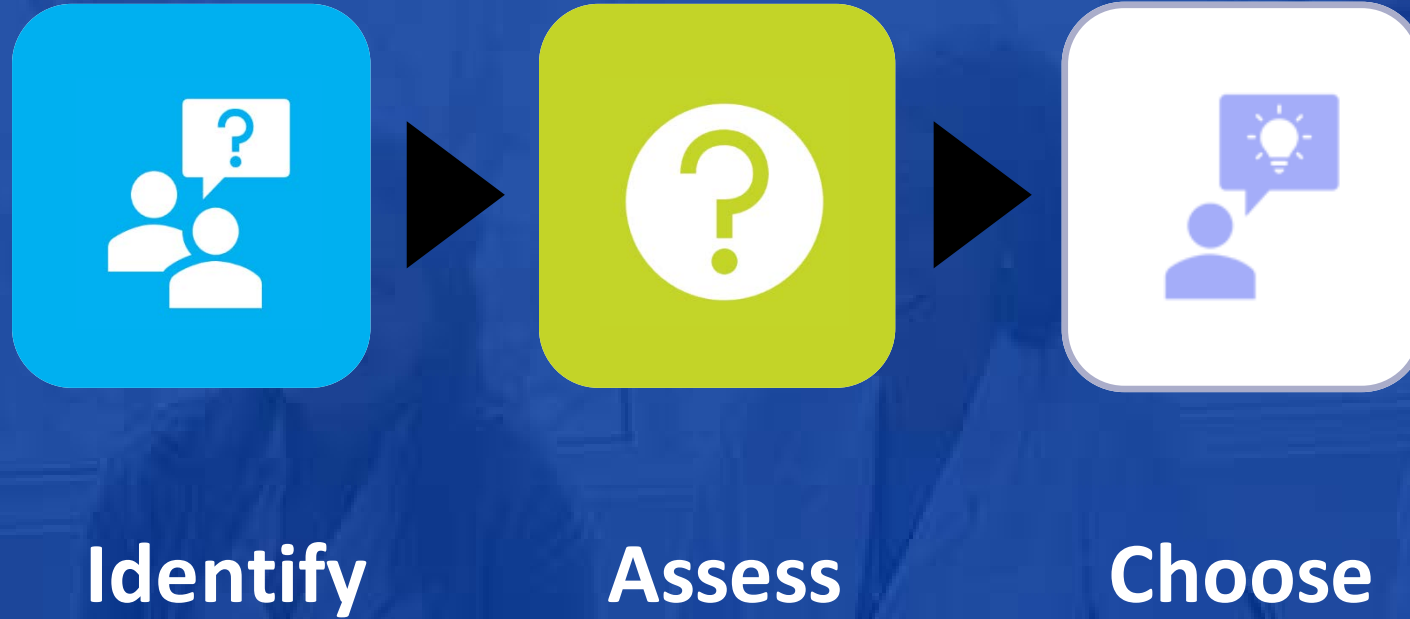


# The Ripple Effect





## Individual Awareness



# Flex Context – So Now What?

- Health equity isn't a stand-alone project; the goal should underlie all work:
  - Motivational interviewing
  - Data analysis
  - SDOH
- And yet...



# Resources

Unconscious Biases: Racial Microaggressions in American Indian Health Care. J Am Board Fam Med. 2015 Mar-Apr; 28(2); 231-239. Table 3. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4386281/>

Racial Bias in Medicine Leads to Worse Care for Minorities. U.S. News & World Report, Feb. 11, 2016.  
<https://health.usnews.com/health-news/patient-advice/articles/2016-02-11/racial-bias-in-medicine-leads-to-worse-care-for-minorities>

Implicit Bias in Health Care. The Joint Commission, April 2016.  
[https://www.jointcommission.org/assets/1/23/Quick\\_Safety\\_Issue\\_23\\_Apr\\_2016.pdf](https://www.jointcommission.org/assets/1/23/Quick_Safety_Issue_23_Apr_2016.pdf)

How Do We Combat Implicit Bias Against LGBT Patients? Care2, July 2015.  
<https://www.care2.com/causes/how-do-we-combat-implicit-bias-against-lgbt-patients.html>

7 Microaggressions Disabled Folks Face at the Doctor's Office – and 6 Ways to Fix Them, December 2014.  
<http://www.adiosbarbie.com/2014/12/7-microaggressions-disabled-folks-face-at-the-doctors-office-and-6-ways-to-fix-them/>

Association of Unconscious Race and Social Class Bias With Vignette-Based Clinical Assessments by Medical Students. JAMA. 2011;306(9):942-951. doi:10.1001/jama.2011.1248.  
<https://jamanetwork.com/journals/jama/fullarticle/1104296>



# Resources

American Psychiatric Association, Position Statement on Therapies Focused on Attempts to Change Sexual Orientation (Reparative or Conversion Therapies), March 2000.

<https://www.psychiatry.org/File%20Library/About-APA/Organization-Documents-Policies/Policies/Position-2000-Therapies-Change-Sexual-Orientation.pdf>

The Color of Health Care: Diagnosing Bias in Doctors. WashingtonPost.com, August 2007.

<http://www.washingtonpost.com/wp-dyn/content/article/2007/08/12AR2007081201048.html>

The Role of Stigma in Access to Health Care for the Poor. Milbank Q. 2014 Jun; 92(2): 289-318. 2014 Jun 3.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4089373/>

Improving Cultural Competency for Behavioral Health Professionals. Online learning modules. Department of Human Services, Office of Minority Health. 2019.

[https://thinkculturalhealth.hhs.gov/education/behavioral-health?utm\\_source=newsletter&utm\\_medium=email&utm\\_campaign=launch&utm\\_term=keyword&utm\\_content=blast001](https://thinkculturalhealth.hhs.gov/education/behavioral-health?utm_source=newsletter&utm_medium=email&utm_campaign=launch&utm_term=keyword&utm_content=blast001)

IHI Implicit Bias in Healthcare:

[https://www.youtube.com/watch?v=ze7Fff2YKfM&feature=emb\\_title](https://www.youtube.com/watch?v=ze7Fff2YKfM&feature=emb_title)

Implicit Bias Quiz:

<http://www.culturecareconnection.org/index.html>



# Resources

[Intercultural Development Inventory](#) (IDI) assesses intercultural competence—the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities.

[The Kirwan Institute for the Study of Race and Ethnicity](#) is an interdisciplinary engaged research institute at The Ohio State University creates original research and reports on how structural racialization and implicit bias create and sustain barriers to opportunity and health.

[What Is Bias, and What Can Medical Professionals Do to Address It?](#) In this Institute for Healthcare Improvement video, Anurag Gupta, MPhil, JD, explains implicit or unconscious bias and how health care providers and others can stop it from negatively affecting people.

Improving Cultural Competency for Behavioral Health Professionals. Online learning modules. Department of Human Services, Office of Minority Health. 2019.

[https://thinkculturalhealth.hhs.gov/education/behavioral-health?utm\\_source=newsletter&utm\\_medium=email&utm\\_campaign=launch&utm\\_term=keyword&utm\\_content=blast001](https://thinkculturalhealth.hhs.gov/education/behavioral-health?utm_source=newsletter&utm_medium=email&utm_campaign=launch&utm_term=keyword&utm_content=blast001)

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# Questions?

## Amy Heikkinen

[aheikkinen@stratishealth.org](mailto:aheikkinen@stratishealth.org)

[www.stratishealth.org](http://www.stratishealth.org)

**Stratis Health is a nonprofit organization that leads collaboration and innovation in health care quality and safety, and serves as a trusted expert in facilitating improvement for people and communities.**

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