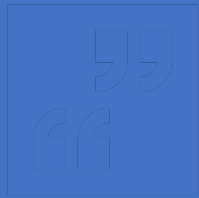


Strategies to Reduce/Neutralize Implicit Bias



Quinn Capers MD
OHSU Grand Rounds
October 2019

The Lack of Diversity in
Medicine is a National
Emergency: The Way Forward

- Common identity formation. Ask interviewee questions about interests and activities that you share in common (Focus on a shared, common identity between YOU and the interviewee)
- Perspective taking. (Take the perspective of a member of the group against which you have the unconscious bias)
- “Consider the opposite”. (When data seem to point to one conclusion, briefly look for data supporting the opposite conclusion before making a final decision.)
- Counter-stereotypical exemplars. (Spend time with or focus on individuals you admire from groups against which you have a bias.)

1. Lai. *J of Exp Psychology: General*. 2014, 143, 1765-1785.

2. Blatt. *Academic Medicine*. 2010, 85, 1445-1452.

3. Lord. *J Pers Soc Psychol*. 1984 Dec;47(6):1231-43

4. Lai. *J of Exp Psychology: General*. 2014, 143, 1765-1785.



THE OHIO STATE UNIVERSITY
WEXNER MEDICAL CENTER