Physician Implicit Bias in Health Care: An Invisible Risk Factor for Poor Patient Outcomes

Activity Type

On-Demand

Overview

This talk will explore the literature on implicit bias generally and specifically within health care. The presentation will review studies that explore the impact of physician implicit bias on decision making and how it can result in decisions that harm certain patient groups. The presentation will end with a review of some research-proven strategies to mitigate implicit bias. Finally, participants will be asked to make a written pledge to use one of the discussed strategies in their patient interactions.

Learning Objectives

1) Explain the difference between implicit and explicit bias.
2) List two examples of implicit bias impacting physician decision-making.
3) Implement two strategies to mitigate implicit bias.

References

Capers Q IV. How clinicians and educators can mitigate implicit bias in patient care and candidate selection in medical education. ATS (American Thoracic Society) *Scholar.* 2020. *ATS Scholar, 2020 - atsjournals.org* https://doi.org/10.34197/ats-scholar.2020-0024PS (epub ahead of print)

Capers Q IV, Clinchot D, McDougle L, Greenwald AG. Implicit Racial Bias in Medical School Admissions. Acad Med. 2017;92(3):365-369

Correll J, Park B, Judd CM, Wittenbrink B, Sadler MS, Keesee T. Across the thin blue line: police officers and racial bias in the decision to shoot. J Pers Soc Psychol 2007;92:1006–1023.

Green AR, Carney DR, Pallin DJ, Ngo LH, Raymond KL, Iezzoni LI, et al. Implicit bias among physicians and its prediction of thrombolysis decisions for black and white patients. J Gen Intern Med 2007;22:1231–1238.

Penner LA, Dovidio JF, Gonzalez R, Albrecht TL, Chapman R, Foster T, et al. The effects of oncologist implicit racial bias in racially discordant oncology interactions. J Clin Oncol 2016;34: 2874–2880.

Faculty

Quinn Capers, IV, MD, FACC, is an interventional cardiologist, medical educator and vice dean for faculty affairs at The Ohio State University College of Medicine. His physician peers have named him one of America's "Best Doctors" annually from 2009 to 2019. He is a passionate advocate for diversity enhancement in medicine as a strategy to reduce health care disparities. Previously the dean of admissions in the College of Medicine from 2009 to 2019, he led OSU to become one of the most diverse medical schools in the country while

keeping the average MCAT score of entering classes at or above the 90th percentile. He speaks widely on health care disparities, diversity enhancement in medicine, and implicit bias in health care, and has led workshops that have trained over 1,000 physicians and health care providers in strategies to reduce implicit bias.

Disclosure

Dr. Capers reported that neither he nor his spouse/partner has any financial relationships with any commercial interests. Additionally, she will not discuss unapproved or investigational use of any product.

Target Audience

This activity is designed for psychiatrists and residents/fellows. Other groups may find this educational activity of interest, including, medical students, other non-psychiatrist physicians including primary care, as well as psychologists, nurses, social workers, counselors and other mental health care professionals.

Estimated Time to Complete

Estimated Duration: 1 hour
Begin Date: October 5, 2020
End Date: October 5, 2021

Continuing Medical Education Credit

This activity has been planned and implemented in accordance with the accreditation and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of the American Psychiatric Association (APA) and the Ohio Psychiatric Physicians Association (OPPA). The APA is accredited by the ACCME to provide continuing education for physicians.

The American Psychiatric Association designates this enduring material for a maximum of 1 AMA PRA Category 1 Credit. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

How to Earn Credit

Participants who wish to earn *AMA PRA Category 1 Credit* ™ or a certificate of participation may do so by completing all sections of the course including the evaluation. After evaluating the program, course participants will be provided with an opportunity to claim hours of participation and print an official CME certificate (physicians) or certificate of participation (non-physicians) showing the completion date and hours earned.

Planner Disclosures

- Karen Jacobs, DO, Cleveland Clinic Foundation
  - *Reports no financial relationships with commercial interests.*
- Victoria Kelly, MD, University of Toledo
  - *Reports no financial relationships with commercial interests.*
- William Resch, DO, The Ohio State University Medical Center, Columbus

- *Reports no financial relationships with commercial interests.*
- Suzanne Sampang, MD, University of Cincinnati
  - *Reports no financial relationships with commercial interests.*
- Janet Shaw, MBA, Ohio Psychiatric Physicians Association, Columbus
  - *Reports no financial relationships with commercial interests.*
- Kristi Williams, MD, University of Toledo
  - *Reports no financial relationships with commercial interests.*
- Elizabeth Yoder, MD, Private Practice, Columbus
  - *Reports no financial relationships with commercial interests.*

Technical Requirements

This internet-based CME activity is best experienced using any of the following:

- The latest and 2nd latest public versions of Google Chrome, Mozilla Firefox, or Safari
- Internet Explorer 11+

This Web site requires that JavaScript and session cookies be enabled. Certain activities may require additional software to view multimedia, presentation, or printable versions of the content. These activities will be marked as such and will provide links to the required software. That software may be: Adobe Flash, Adobe Acrobat Reader, Microsoft PowerPoint, and Windows Media Player.

Optimal System Configuration:

- Browser: Google Chrome (latest and 2nd latest version), Safari (latest and 2nd latest version), Internet Explorer 11.0+, Firefox (latest and 2nd latest version), or Microsoft Edge (latest and 2nd latest version)
- Operating System: Windows versions 8.1+, Mac OS X 10.5 (Leopard) +, Android (latest and 2nd latest version), or iOS/iPad OS (latest and 2nd latest version)
- Internet Connection: 1 Mbps or higher

Minimum Requirements:

- *Windows PC:* Windows 8.1 or higher; 1 GB (for 32-bit)/2 GB (for 64-bit) or higher RAM; Microsoft DirectX 9 graphics device with WDDM driver; audio playback with speakers for programs with video content
- *Macintosh:* Mac OS X 10.5 or higher with latest updates installed; Intel, PowerPC G5, or PowerPC G4 (867MHz or faster) processor; 512 MB or higher RAM; audio playback with speakers for programs with video content

For assistance: Contact oppa@oppa.org for questions about this activity | Contact learningcenter@psych.org for technical assistance.