



## Implicit Bias Training for Medical School Educators

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https://youtu.be/u9B EJh8QOU

### Background

- In 2020, Cleveland Clinic Lerner College of Medicine (CCLCM) established a Diversity and Inclusion Steering Committee that oversees individual Action Groups.
- Each action groups centers on a specific aspect of enhancing an inclusive and welcoming learning environment for all.
- My work was performed within the Creating a Culture of Anti-Racism Action Group.
  - Address: EC-10 Cleveland Clinic, 9501 Euclid Ave, Cleveland, OH 44195

### Population

• Our group crafted implicit bias trainings for Physician Advisors (PAs) and Problem Based Learning (PBL) Facilitators within CCLCM. These roles have the highest level of interactivity with medical students.

### Learning Objectives

- 1. Assess current trainings for implicit bias and antiracism within CCLCM.
- 2. Evaluate current literature using verified search engines for studies of implicit bias in the medical field.
- 3. Create trainings for medical school staff and faculty to learn about implicit bias and anti-racism.

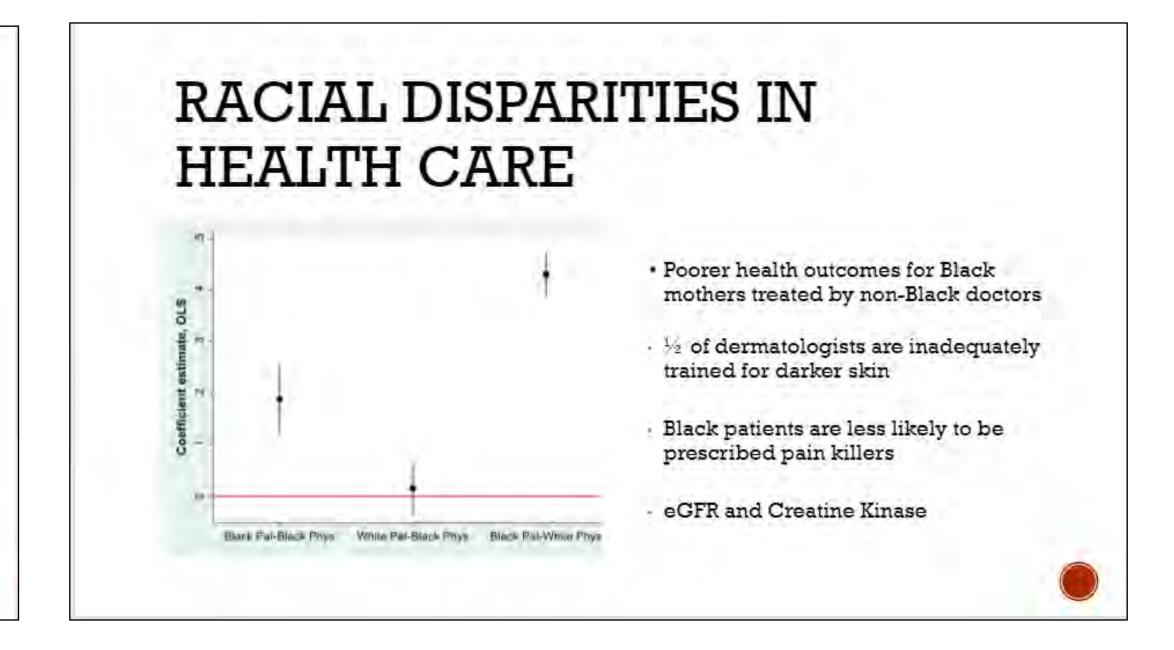
### Activities

- 1. Review literature for studies demonstrating implicit bias in the medical field.
- 2. Construct slide decks that describe the history of implicit bias and racism in medicine.
- 3. Create case scenarios targeted towards each audience for examples of implicit bias.
- 4. Present and lead aspects of the implicit bias training sessions.

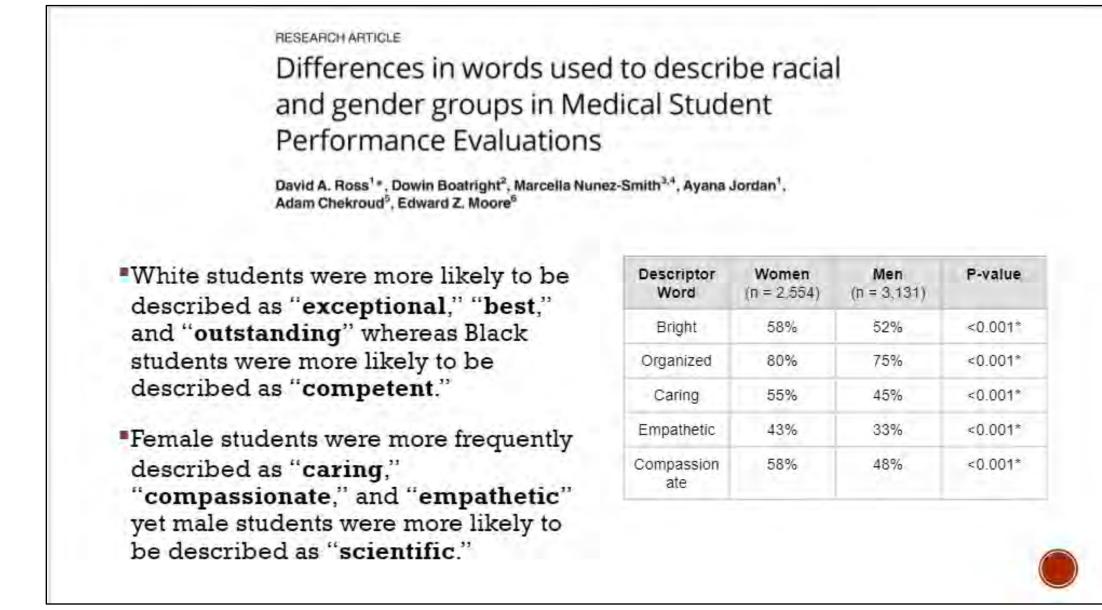
### Deliverables

- 1. Slide decks that give the history of implicit bias and prejudice within the context of medical education.
- 2. List of case scenarios that can be used for group discussions during implicit bias training.

# Implicit Bias -Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious way -Biases may be based on race, gender, sexuality, etc. -Pattern recognition -Removing these biases is a challenge



# HISTORY OF RACISM IN MEDICINE Drapetomania Dr. Samuel A. Cartwright described a "disease" that caused slaves to run away Schizophrenia as a "protest psychosis" Black Americans are 1.6X more likely to be diagnosed with schizophrenia compared to white counterparts Father of Gynecology Dr. J. Marion Sims has been memorialized as the "father of modern gynecology" Perfected his techniques on enslaved women without anesthesia Guoted by Hitler in Mein Kampf Forced sterilization Hysterectomies from the 1910-1980 Financial/Legal pressure for Norplant in the 1990's Tuskegee Syphilis Experiment Ran from 1932-1972, withholding treatment from black men to understand the disease course of Syphilis



### 

#### •You hear from your students that a woman in another PBL group was reviewing her end of block evaluation and noticed that much of the feedback was focused on personality traits rather than content knowledge.

CASE 1

### **Figure 1:** Examples from implicit bias training slide deck. Each training session included an introduction to terminology, history of racism in medicine, current research studies about implicit bias in medicine and medical education, and case examples for group discussion.

#### Lessons Learned

- . Previously, there was a lack of structured implicit bias training materials available at CCLCM.
- 2. There is extensive research on the impact of implicit bias in health care delivery and medical education. This research is foundational for providing tangible examples during implicit bias training.
- 3. Although the trainings were well received by most attendees, some found discussions about racism and sexism irrelevant, thus, highlighting the need to continue educating medical school staff and faculty on the importance of these issues.

### **Future Aims**

- 1. Expand our implicit bias training sessions to include Art and Practice of Medicine (APM) facilitators and course directors.
- 2. Continue to disseminate slide decks and case scenarios to other groups within Cleveland Clinic to promote implicit bias trainings for medical staff.

### Public Health Implications

- Last year, Cleveland declared racism a public health crisis. Racism and other forms of prejudice are historically interwoven into the structure of medicine, and this has direct impact on health care inequities.
- By providing trainings on implicit bias, we aim to provide tools for those in medical education to mitigate the expression of their own biases in the classroom setting.
- By starting at the educator level, we aim to change the culture of CCLCM to become an inclusive and safe learning environment for all, thus, leading to the training of compassionate, anti-racist physicians.

### Acknowledgements

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