

Reducing Implicit Racism Among Future Healthcare Providers

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Research Purpose

Purpose Statement: The purpose this study is to propose an intensive-long term intervention to reduce implicit racism among medical students in order to produce long lasting solutions to reduce healthcare inequities.

Research Questions:

How can implicit racism be reduced among healthcare providers in order to reduce healthcare inequities against Black patients?

Research Rationale

- While there have been intervention plans that have been done, there is very few that are continuous and produce long term solutions.

Background

- Coronavirus pandemic Black Americans are three times more likely to be infected with the virus (Oppell et al 2020)
- The virus highlights one of the many health inequities Black Americans suffer from including ; coronary heart disease patients, thrombolysis patients, to even patients looking for antibiotics (Fincher, Green, Sabin et al)
- Healthcare inequities have shown to be rooted in implicit clinician bias (Fincher, Green)
- Although the bias is implicit, it does not make the inequitable healthcare any less racist
- Long –term reduction of implicit racism will allow long term reduction in racial health inequities

Methodology

Framework

- **Creating a safe, nonthreatening learning environment**
 - ❖ Anti-racism advisor that open-minded, dedicated, and proven to be a strong support system to the medical students.
 - ❖ Regularity of meetings with the anti-racism advisor will allow trust to build over time
- **Increasing knowledge about the science of implicit bias**
 - ❖ Note that categorization, the mental process of places people into groups, leads to a segway for stereotypes
 - ❖ Participants need to know is the systemic history behind racism that implicit bias is only a small part of
- **Emphasizing how implicit bias influences behaviors and patient outcomes**
 - ❖ Advisor should show students statistics that link implicit racism with inferior health outcomes among Black patients as compared to their White counterparts
 - ❖ Then, show statistics that show inferior care leading to the death of Black patients
 - ❖ Perspective taking, role play
 - ❖ Increasing opportunities for contact with Black patinets only after participants have shown reduction in their implcit bias through the Implicit Association Test
- **Increasing Self Awareness of Implicit Bias**
 - ❖ Participants will take Black-White Implicit Assocation Tests throughout their four years of medical school and have the results explained to them by their advisor
 - ❖ There will be recorded interactions of the doctor that the participants shadow and their patients where their advisor will point out the implicit racism and its effects
 - ❖ Reflection excercises: privelage and responsibility excecises and steretype replacement

Key Aspects of Intervention

Starts first year of medical school and occurs throughout the four years

Intervention includes bi-monthly meetings with anti-racism advisor

Anti-racism advisor will do evaluation reports after each meeting with the students as another outcome measure

Aniticipated Results

- Overall, large reduction in implcit racism among the medical students
- Devine et al's study showed an overall decrease of 36% across th 12 week intervention
- Proposed intevrvntion represents over double the amount of hours spent on anti-racism programming,
- Anticipate that the reduction of implicit bias will be at least by at least double by in the first year alone

IAT D Score and Proposed Study

