

Implicit Bias

- We categorize people by the way they look, speak, move, dress, talk, etc.
- The question is not “DO we have implicit biases?”, but rather, “ WHAT biases do we have?”

Heuristics Reinforce Categorizations

Affect Heuristic

I feel good...so this must be good

Anchoring Effect

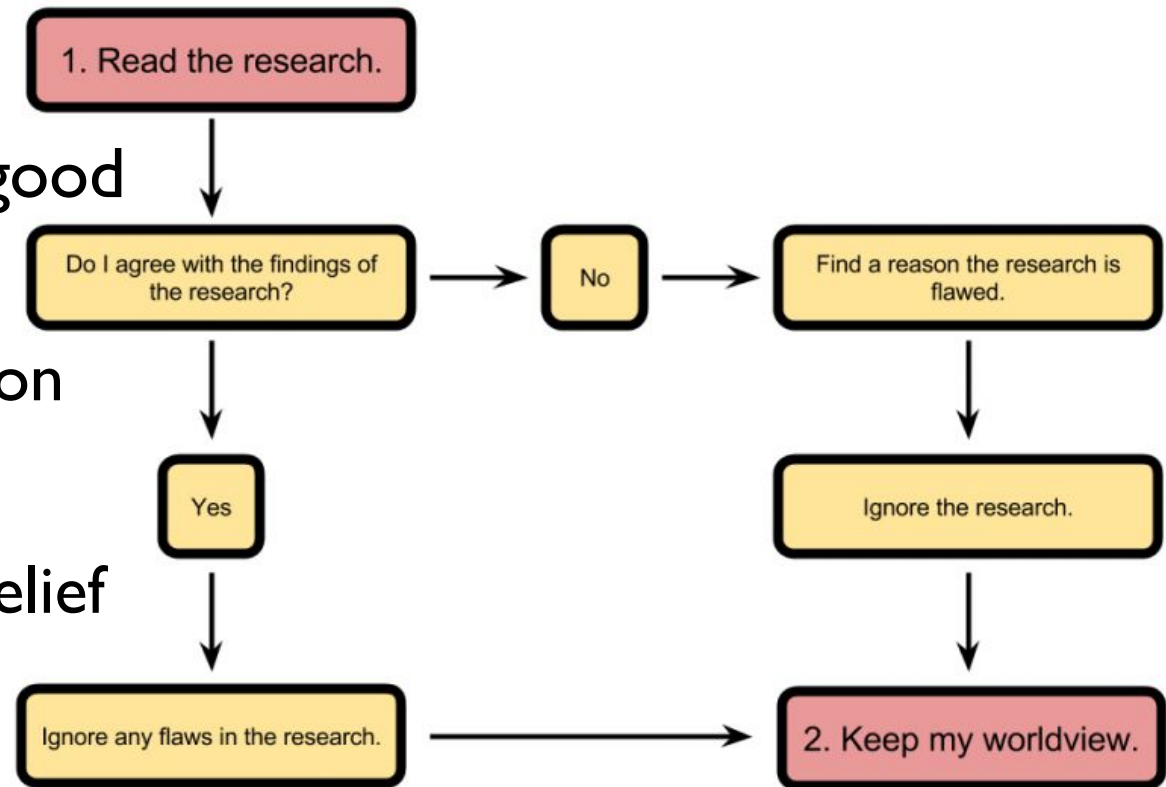
Hard to abandon first impression

Confirmation Bias

Value data that supports our belief

Availability Heuristic

First thing that comes to mind is true



Mindfulness - Engage System 2

Describe behavior as objectively as you can.

Is there another possible explanation or description?

Stereotype Check

Would I think about this differently if this trainee was demographically different?

Is there anything that doesn't fit?

Availability
Heuristic

Affect
Heuristic

Confirmation
Bias

Anchoring
Bias

Individualism

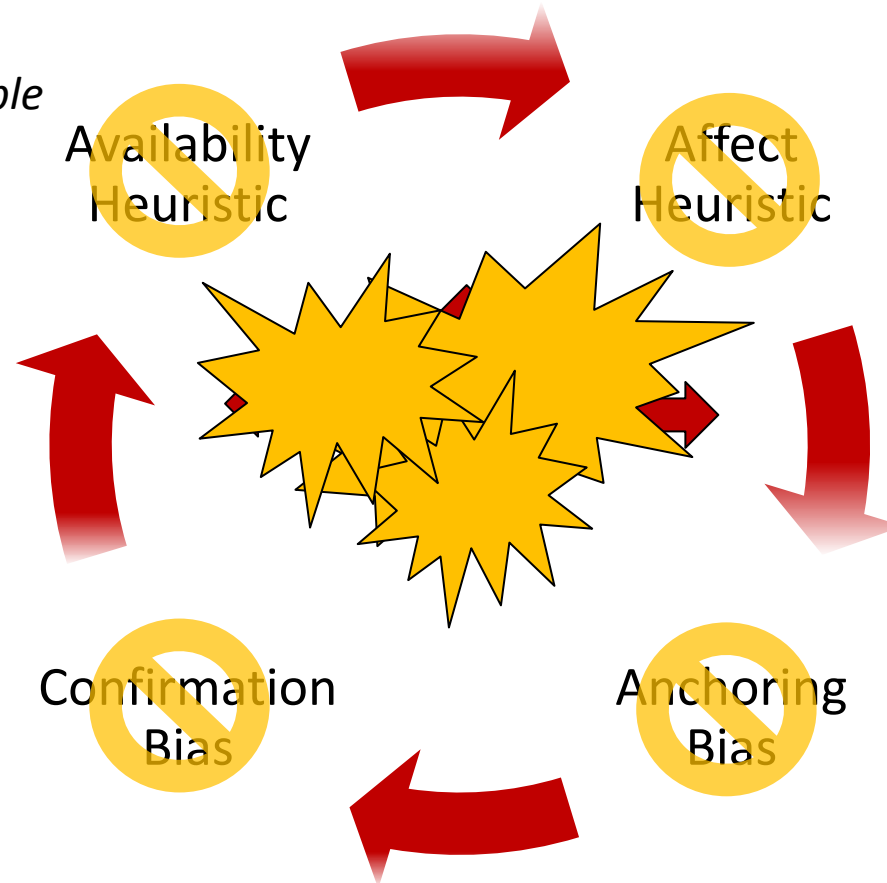
How is this particular trainee unique as an individual?

How do you feel (about this trainee)?

Perspective Taking

How do people (who aren't like me) experience this work?

Missing anything? (consider the opposite)



A bias mitigation toolkit

Pre-assessment Checklist

- What was my gut reaction to this person?
- What actions/details don't fit with my impression?
- What data am I missing?
- Describe the behavior objectively. Is there another way to interpret/describe this same behavior?^{3, 4}

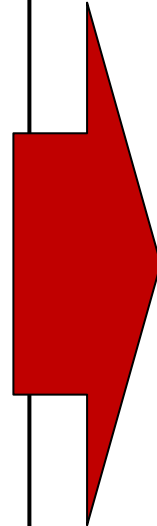
Questions for Reflection

- What is interesting and relatable about this trainee?
- What would I think/feel if this trainee were [a man/white/tall/thin/straight...]?²
- How do they experience this work?¹ (When they do the same thing I do, do people react to them similarly?)

What if we were more deliberate?

Student A

_____ worked well with the team and always had a smile on her face. She did not shy away from taking on more patients in a very complicated ICU. She is hard working and would make a great resident.



Student A

___ established herself as a trusted team member. Regardless of the stress or hectic pace, she motivated those around her with her enthusiasm and joy in the work. She capably managed a patient load equivalent in number and complexity to an early intern's.