

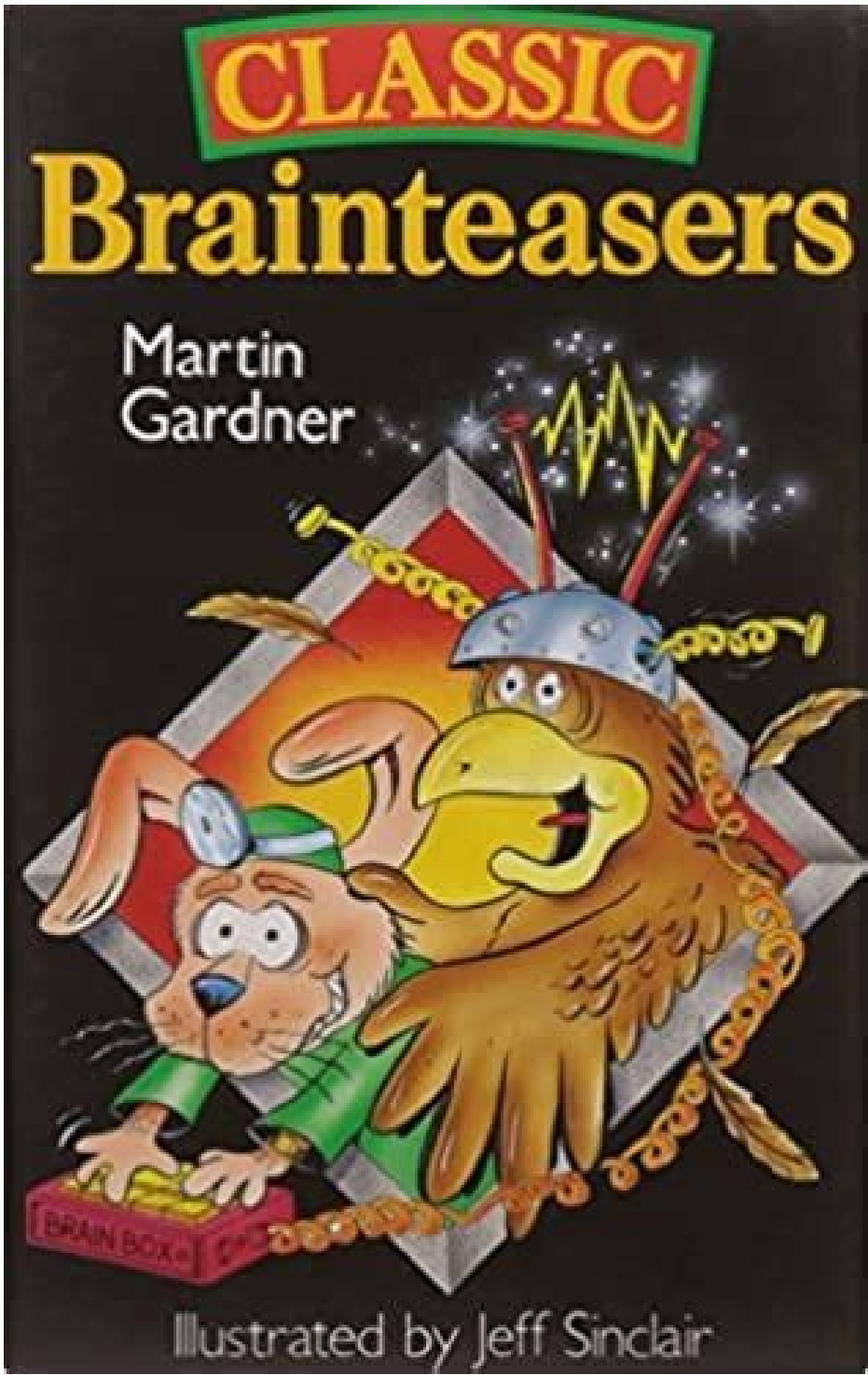
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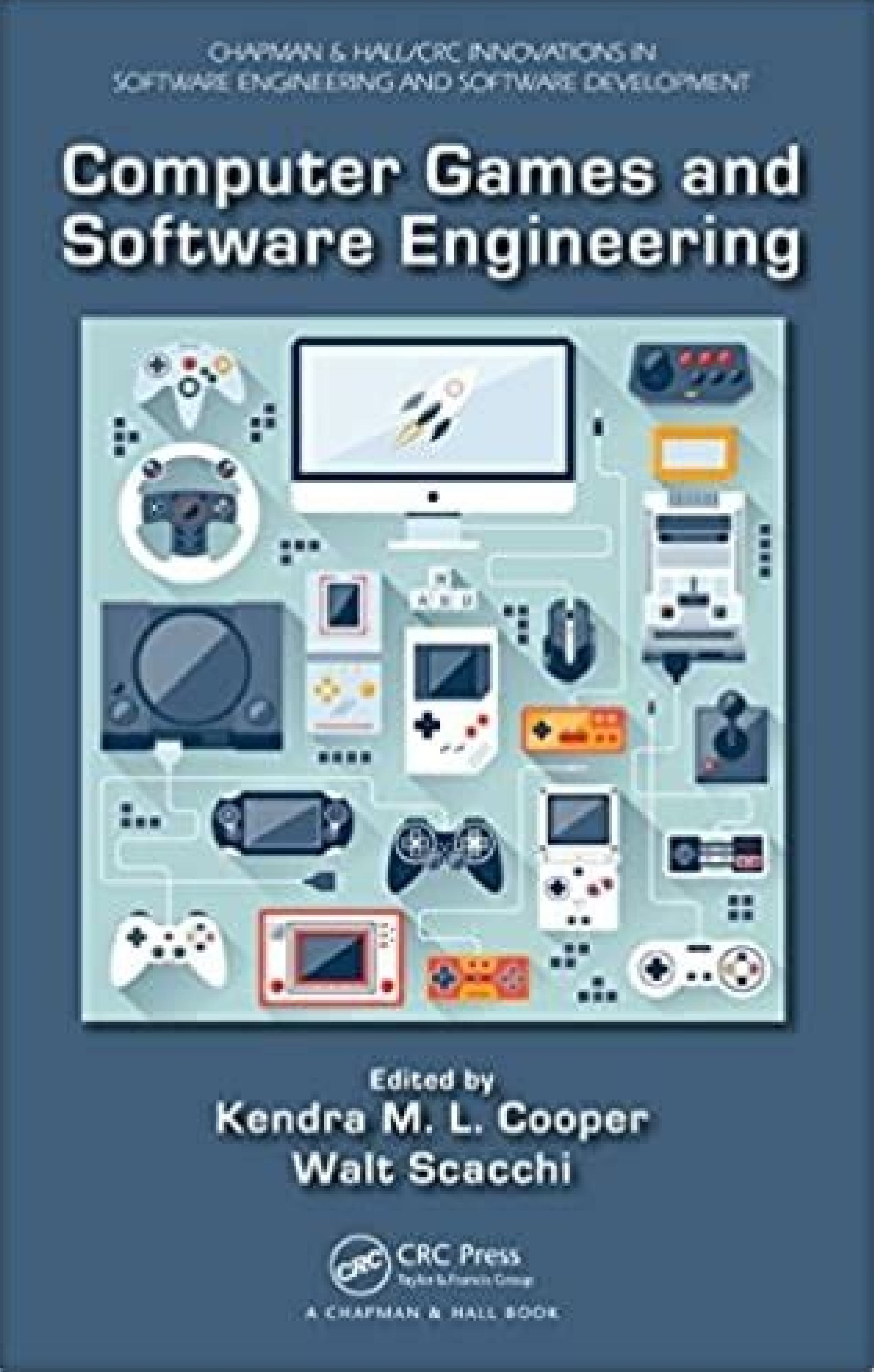
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Policy and Procedures
Louisiana

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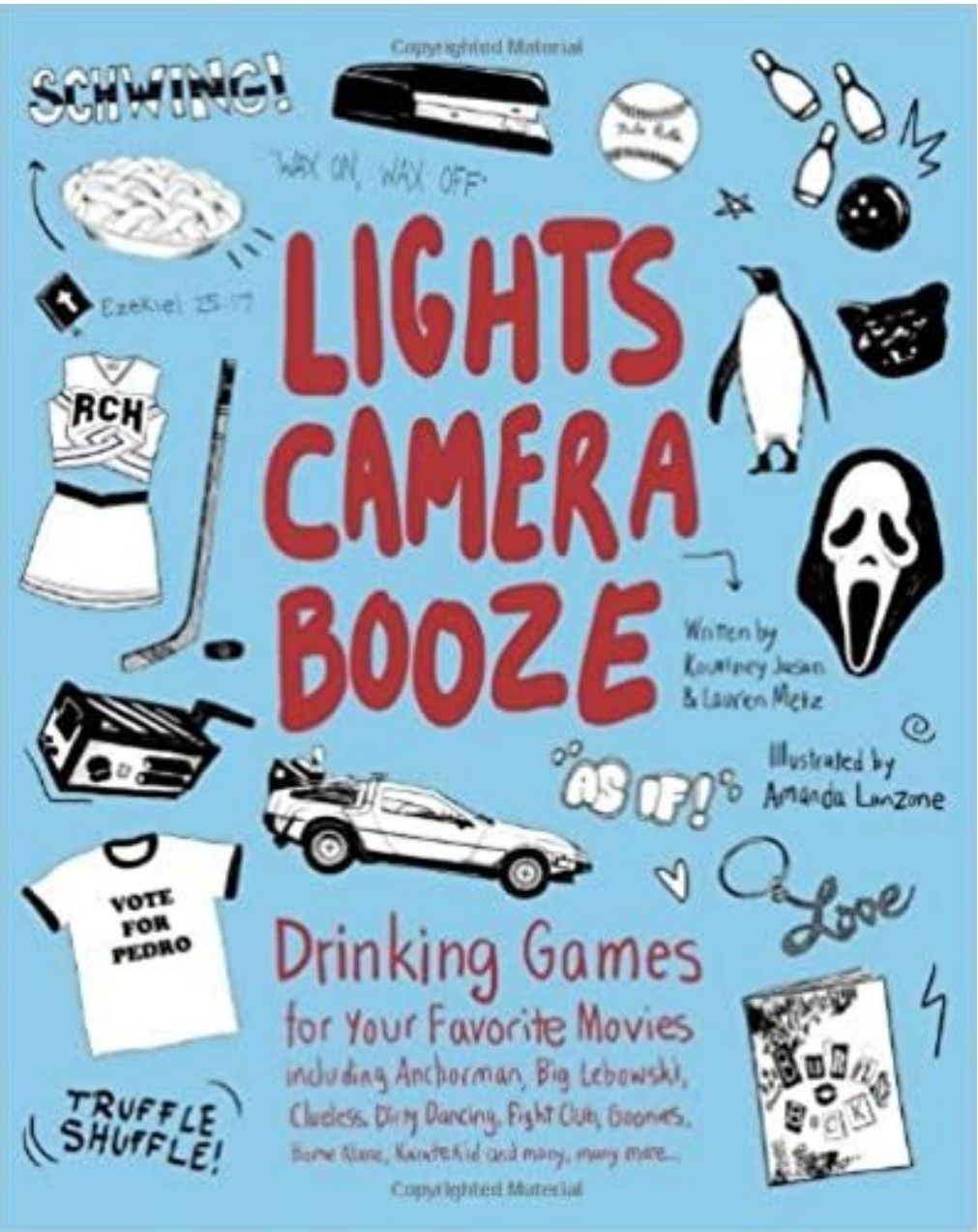
October 2015



Do we have an unconscious bias?

- Milkman, et al, 2015.
- 6,500 faculty were emailed by fictional prospective grad students
- identical emails with different names

Disciplines	% Responding to White Males	% Responding to Women and Minorities	Difference
Business	87%	62%	25
Education	86%	65%	21
Human services	89%	71%	18
Health services	71%	59%	14
Engineering and computer science	77%	59%	13
Life sciences	77%	61%	11
Natural and physical sciences and math	73%	64%	9
Social sciences	75%	68%	7
Humanities	80%	70%	5
Time left	67%	71%	-11



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Implicit Attitudes and Beliefs Adapt to Situations: A Decade of Research on the Malleability of Implicit Prejudice, Stereotypes, and the Self-Concept. Kirwan Institute (2014). Science faculty's subtle gender biases favor male students. A., Hoffman, K. Sabin JA, Greenwald AG. American Economic Review, 2004, v94(4,Sep), 991-1013. Since 1997, more than 30 studies have been published relevant to unconscious bias and clinical decision-making. Understanding the nature of bias is also essential. Stone J, Moskowitz GB. The IAT is powerful instrument, which has been used to explore the impact of unconscious bias on behavior. J Appl Psychol. Are you considering making a contribution? Biases may be held by an individual, group, or institution and can have negative or positive consequences. Paradies Y, Priest N, Ben J, Truong M, Gupta A, Pieterse A, Kelaher M, Gee G. Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values. Advances in Experimental Social Psychology, 47, 233-279. Elizabeth Ozer, PhD, Professor of Pediatrics, Adolescent Medicine on institutional strategies to address unconscious bias. It is designed as a sorting task in which individuals are asked to sort images or words that appear on a computer screen into one of two categories. Am J Public Health. Martell, R.F, Guzzo, R. (Read the transcript. British Journal of Developmental Psychology, 32: 218-231. Burgess D, van Ryn M, Dovidio J, Saha S, J Gen Intern Med. Dasgupta, N, Greenwald, A, Moss-Racusin CA, Dovidio JF, Brescoll VL, Graham MJ, Handelsman J. Syst Rev. Conscious bias (also known as explicit bias) and 2. Bias may have an impact on: hiring, and mentoring and may contribute to healthcare disparities. J Divers High Educ. Heilman ME, Alcott VB. What I think you think of me: women's reactions to being viewed as beneficiaries of preferential selection. No credit where credit is due: attributional rationalization of women's success in male-female teams. Assessing Unconscious Bias Teresa Scherzer, PhD, MSW, Academic Programs Evaluator, Office of the Dean, School of Nursing on strategies to assess unconscious bias. Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Certain scenarios can activate unconscious attitudes and beliefs. Are Emily And Greg More Employable Than Lakisha And Jamal? Organizational Behavior and Human Decision Processes, 50, 51-74. A Field Experiment On Labor Market Discrimination. (1991). M., Lillard, A. 2012 May;102(5):979-87. Racism as a determinant of health: a protocol for conducting a systematic review and meta-analysis.) Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. (Transcript) Below is a list of resources to learn more about unconscious bias. Jagsi R, Griffith KA, Stewart A, Sambuco D, DeCastro R, Ubel PA. A greater pro-White bias (measured using the IAT) among physicians resulted in an increased likelihood of prescribing thrombolytics for White patients compared to Blacks presenting with acute coronary syndrome (Green, 2007). (2013). Faculty also selected a higher starting salary and offered more career mentoring to the male applicant (Moss-Racusin et al, 2012), and Trawalter, S. About Data & Reports Programs & Resources Initiatives Diversity Hub Donate What is Unconscious Bias? Acad Med. Evidence suggests that providing unconscious bias training for faculty members reduces the impact of bias in the workplace (Carnes, 2012). Association of American Medical Colleges. A greater pro-White bias (measured using the IAT) was associated with a greater inclination to prescribe pain medications for White versus Black children (Sabin, 2012). Social Cognition. Science on Unconscious Bias Kizza Chadiha, MEPN, Program Coordinator, Office of the Dean, School of Nursing on the science of unconscious bias. Among mentored career K08 or K23 recipients - mean salary of female researchers was about \$31,000 less than males (Jagst et al., 2013). 2005 Sep;90(5):905-16. Unconscious biases have real world effects on behavior (Dasgupta, 2004). Shifting standards and stereotype-based judgments. 2011 Aug;45(8):768-76. 2001 Aug;36(4):574-82. Implicit bias among physicians and its prediction of thrombolysis decisions for black and white patients. Though racial bias and discrimination are well documented, biases may exist toward any social group. Opportunities to have discussions, with others (especially those from socially dissimilar groups) can also be helpful. The IAT was developed as part of a project to detect unconscious bias based on several factors including race, gender, sexual orientation and national origin. Implicit Ingroup Favoritism, Outgroup Favoritism, and Their Behavioral Manifestations. (Transcript) Institutional Strategies All institutions should: Develop concrete, objective indicators & outcomes for hiring, evaluation, and promotion to reduce standard stereotypes (Fiske & Taylor, 1991; Heilman, 2001; Bernat & Manis, 1994) Develop standardized criteria to assess the impact of individual contributions in performance evaluations (Heilman & Haynes, 2005) Develop and utilize structured interviews and develop objective evaluation criteria for hiring (Martell & Guzzo, 1991; Heilman, 2001) Provide unconscious bias training workshops for all constituents Unconscious Bias Resources Linda Centore, PhD, APRN, Clinical Professor, School of Dentistry on resources for unconscious bias. The basic premise is that when two concepts are highly correlated, people are able to pair those concepts more quickly than two concepts that are not well associated. G. Sharon Youmans, PharmD, MPH, Vice Dean and Professor, School of Pharmacy on individual strategies to address unconscious bias. Non-conscious bias in medical decision making: what can be done to reduce it? Reducing racial bias among health care providers: lessons from social-cognitive psychology. Understanding this important concept can help individuals approach their own biases in a more informed and open way (Burgess, 2007). How is the IAT used? Heilman ME, Haynes MC. State of the Science: Implicit Bias Review 2014. In fact, they are malleable and steps can be taken to limit their impact on our thoughts and behaviors (Dasgupta, 2013). It was developed as part of Project Implicit, which blends basic research and educational outreach in a virtual laboratory that allows users to exam one's own hidden biases and understand stereotypes that exist below one's conscious awareness. A. Journal of Personality and Social Psychology, 81(5), 800-814. Dore, R. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing. (Transcript) For example: Fictitious resumes with White-sounding names sent to help-wanted ads were more likely to receive callbacks for interviews compared to resumes with African-American sounding names. Rene Salazar, MD, Professor of Clinical Medicine and Director of Diversity, Graduate Medical Education on the impact of unconscious bias. A substantial amount of research has been published demonstrating impact of unconscious bias in various domains including the criminal justice system, education, and health/health care (Kirwan Institute, 2014). Unconscious bias (also known as implicit bias) It is important to note that biases, conscious or unconscious, are not limited to ethnicity and race. Racial bias is prevalent among healthcare providers and it appears that race influences medical decision making of healthcare providers (Paradies, 2013). 2012 May;102(5):988-95. It's important to have these conversations in a safe space-individuals must be open to alternative perspectives and viewpoints. Green AR, Carney DR, Pallin DJ, Ngo LH, Raymond KL, Iezzoni LI, Banaji MR. 2013 Nov;88(11):1689-99. Unconscious Bias Citations Bertrand, M, Mullainathan, S. (2001). Science faculty rated male applicants for a laboratory manager position as significantly more competent and hireable than female applicants. Sharing your biases can help others feel more secure about exploring their own biases. Facilitated discussions and training sessions promoting bias literacy utilizing the concepts and techniques listed about have been proven effective in minimizing bias. The associations of clinicians' implicit attitudes about race with medical visit communication and patient ratings of interpersonal care. The influence of implicit bias on treatment recommendations for 4 common pediatric conditions: pain, urinary tract infection, attention deficit hyperactivity disorder, and asthma. J Pers Soc Psychol. Here are some examples highlighting the use of the IAT in healthcare. Project Implicit comprises a network of laboratories, technicians, and research scientists at Harvard University, the University of Washington and the University of Virginia. (Transcript) Individual strategies to address unconscious bias include: Promoting self-awareness: recognizing one's biases using the Implicit Association Test (or other instruments to assess bias) is the first step. Strategies to Address Unconscious Bias Unconscious biases are not permanent. Resumes with White-sounding names received 50% more callbacks for interviews (Bertrand & Mullainathan, 2004). Dasgupta, N. When considering strategies to address unconscious bias one must consider individual and institutional strategies. 2016 January. Gender differences in salary in a recent cohort of early-career physician-researchers. Med Educ. (2004). Cooper LA, Roter DL, Carson KA, Beach MC, Sabin JA, Greenwald AG, Inui TS. Fiske, S.T. & Taylor, S.E (1991). For example, biases may be more prevalent when multi-tasking or working under time pressure. On the Malleability of Automatic Attitudes: Combating Automatic Prejudice With Images of Admired and Disliked Individuals.

Promoting Institutional Change Through Bias Literacy. Glicksman, Eve. You can also explore a more comprehensive list of recent and classic implicit bias literature. The strategy of categorization that gives rise to unconscious bias is a normal aspect of human cognition. International Edition. Greater pro-White bias (measured using the IAT) was associated with poorer ratings of interpersonal care among Black patients (Cooper, 2012). (Transcript) For many years, scientists have been working on instruments to assess unconscious bias (also known as implicit associations). The IAT measures the relative strength of associations between pairs of concepts. The IAT is relatively resistant to social desirability concern, and the reliability and validity have been rigorously tested. Implicit bias among health care professionals can influence their behaviors and judgments (Stone & Moskowitz, 2011). Unconscious Bias in Academic Medicine: Overcoming the Prejudices We Don't Know We Have. Social Justice Research, 17(2), 143-169. Please click on the link at the bottom of the page to sign up for a live, in-person unconscious bias training session at UCSF. There are types of biases 1. Would you like to receive the latest news? S. Carnes M, Devine PG, Isaac C, Manwell LB, Ford CE, Byars-Winston A, Fine E, Sheridan JT. Unconscious biases are malleable-one can take steps to minimize the impact of unconscious bias (Dasgupta, 2013; Dasgupta & Greenwald, 2013). The nature of unconscious bias is well understood, and an instrument (Implicit Association Test) to assess unconscious bias has been developed and rigorously tested. 2012 Jun;5(2):63-77. Biernat M, Manis M. (Transcript) Over the last three decades, our understanding of unconscious bias has evolved. Of the various tools that are available, the Implicit Association Test (IAT) is one of the most popular and well-studies. McGraw-Hill Series in Social Psychology. Renee Navarro, PharmD, MD, Vice Chancellor, Diversity and Outreach welcomes you to UCSF's initiative to address unconscious bias. How does the IAT work? Here's what we know: Unconscious biases develop at an early age: biases emerge during middle childhood and appear to develop across childhood (Dore, 2014). 2007 Jun;22(6):882-7. One's age, gender, gender identity physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias. Proc Natl Acad Sci U S A. (2014), Children's racial bias in perceptions of others' pain. 2013 Sep 23;2:85. 1994 Jan;66(1):5-20. 2007 Sep;22(9):1231-8. The dynamics of implicit theories of group performance: When and how do they operate? 2012 Oct 9;109(41):16474-9.

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