

May 2022

What is Implicit Bias?

%LDS UHMXGLFH LQ IDYRU RI RU DJDLQVW D WKLQJ SHUVRQ RU JURXS
WKRXJKW DQG DFWLRQV ,PSOLFLW ELDV KRZHYHU LV DQ XQFRQVFLRX
DERXW RXU SEDLWV WLFILWPP VH[LVP KRPRSKRELD RU RWKHU FRQVFLRXV
WKRXJKWV DQG DFWLRQV LQ ZD\V RI ZKLFK ZH DUH QRW DZDUH

(YHU\RQH K@M4Ëy. UW -ò!!i- P0ZK
PRUH LQIOXHVVIR XJKWLV DQJG DFWLRQV WKDQ RXU F
UHVXOW RI WKH DPRXQWZRIUNSURRFIDWDRQ DRXUJEVID
WLP4HDUV RI PHVVDJLQJ IURP VRFLHW\ PD\ LQIOXHVV
VWHUHRW\SHV DV RXU EUDLQXUWDSHSMXGHIQFHQWV
HGXFDWLRQ DQG EDFNJURXQG

How Does Implicit Bias Affect Medical Education?

,PSOLFLW ELDV LV DVVRFLDWHG ZLWK SRRU KHDOWK RXWFRPHV LQFUH
LQKLESLWVSHQWLGHU UHODWLRQVKLSV UHVXOWLQJ LQ LVVXH VXFK DV V

FRQLQXLQJ WKURXJK SUPDWHLQV DQV RQ HR IF ðDDVHUBAVRIRQW IFFLOQV FDO V
VWHUHRW\SLQJ LQGLYLGXDOV LQ WKH FODVVURRP RU SDWLHQW FDUH V
LPSDFW RQ VWHGQVQVQZHOOLHQW FDUH RXWFRPHV \$GGUHVVLQJ LPSO
ELD V WKXV QHHGVFVWLFHQDQV GWWKHQHGZLWK FRQVFLRXV HIIRUWV WR
PLWLJDWH ELDV DQG LWV HIIHFWV LQ WKH FODVVURRP DQG RWKHU WU

(IIRUWV WR PLWLJDWH ELHMQQZPHGK FOLYHIGXIFDMQLRQ KH
DGPLVLRQV SURFHVV ,W FRQLQVQHWZLELKHVILRUWKVHWU UHGXFH RU H
SUHVHQWDWLRQ RI FOLQLFDO LQIRUPDWLRQ DQG LQFRUSRUDWLRQ RI U
IRVWHU FRQLQXDO SHUVRQDO JURZWK

How Do I Develop an Awareness of My Biases?

,PSOLFVW ELDVHV FDQ EH RYHUKUHL GGHVQV ZLW
VWHS LV LGHQWLI\LQJ ZGURZRWUHELDDHV H
LQIOXHQFH \RXU WKRXJKWV DQG DFWLRQV

+DUYDUG¶V 3URMHFW „PSOLFVW \$RIVRUV DWHYH
7HVW FHVW€ \$u a'ë 'Mo' (