

“It Starts With Us” Series: Bias Training for Internal Medicine Residents

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BACKGROUND

2020 exposed significant health disparities and racism in our country. This led to a time of reckoning regarding how we can change our academic environment to improve the lives for our patients, their families, and our colleagues. This project sought to create tangible change in our internal medicine residency.

GOALS

To improve patient care, provider well-being and better communication by implementing a multi-faceted diversity curriculum on implicit and structural bias training for internal medicine residents at University of Colorado.

OBJECTIVES

- By the end of the Bias Training, internal medicine residents will be able to recognize their own biases and counter them using identifiable toolkits
- By the end of the Bias Training, each internal medicine resident will share one story of how their bias impacted care
- By the end of the Bias Training, internal medicine residents will learn how to counter and understand the impact of bias on their practice through specific examples

METHODS

Needs Assessment:

Included a pre-survey of present and recent graduates of the residency, discussion with stake holders and review of current curriculum

Results of Needs Assessment:

- Bias training is sought out by residents and the residency leadership
- The benefits of bias training were increased with a curriculum rather than a single session
- Residents felt effective training could be 1-2 hours at a time
- Incorporating the training into currently existing curriculum may demonstrate the importance of bias training
- Healthcare specific and case-based may be the best way to administer this training

Planned Curriculum:

During weekly mandatory education session (Wednesday Education Session (WES)) held during outpatient months

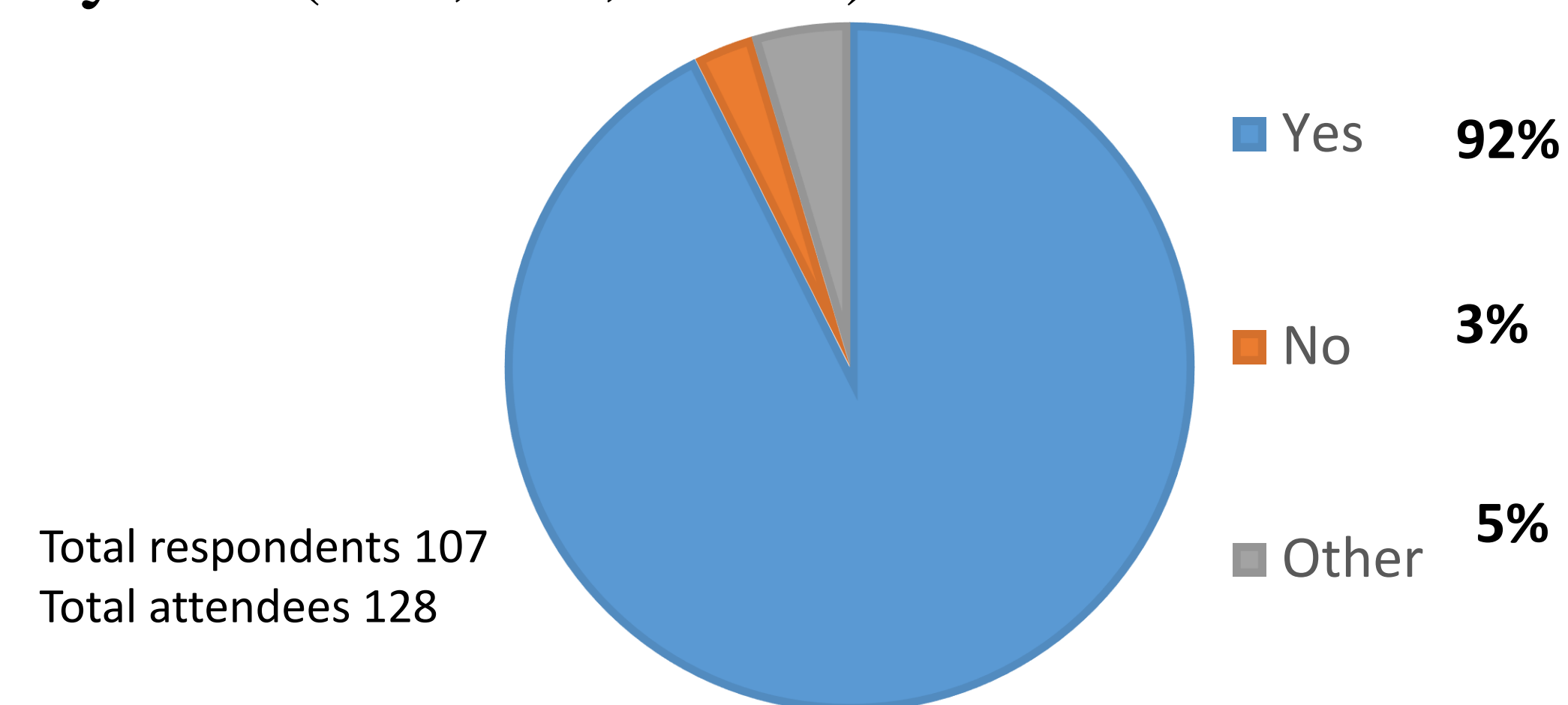
Session 1: Overview of how bias affects our patients and their families: 1.5 hours

Session 2: Overview of how bias affects our colleagues: 1 hour

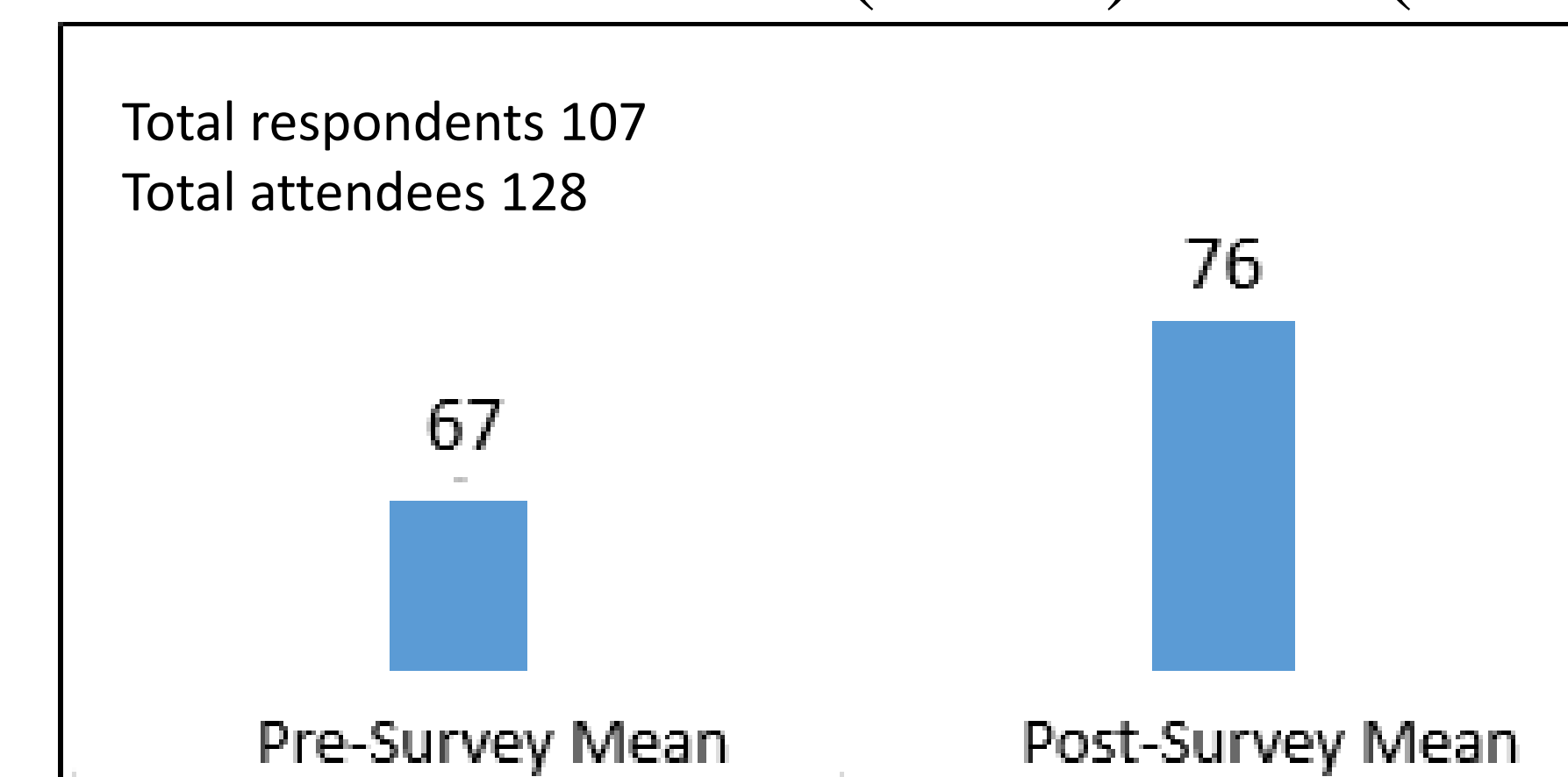
Session 3: Overview of the invention of race and its incorporation into our medical practice: 1 hour

RESULTS TO DATE

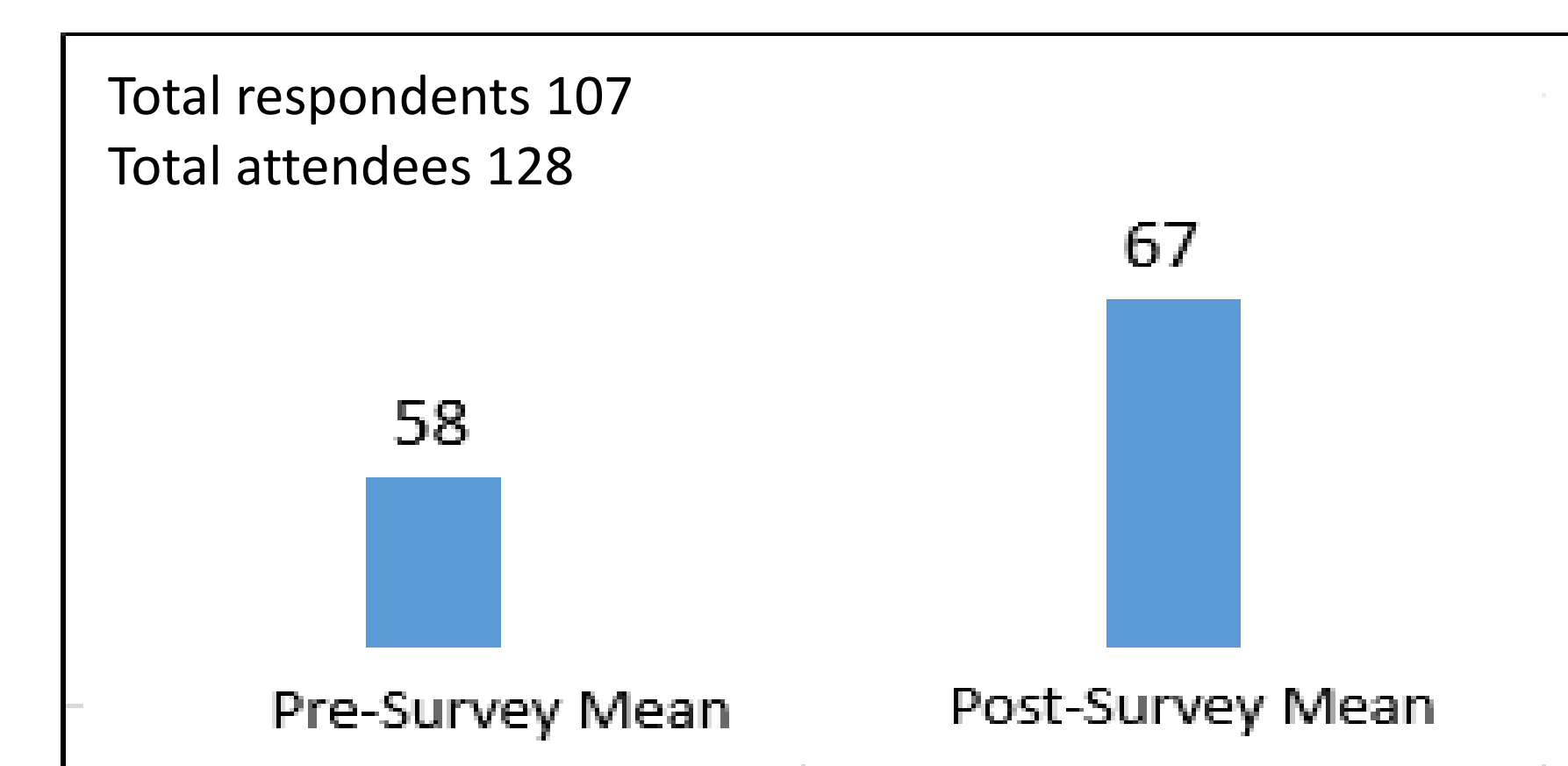
Session 1: Was this **valuable for me** at my current level of training and time of year? (Yes, No, Other)



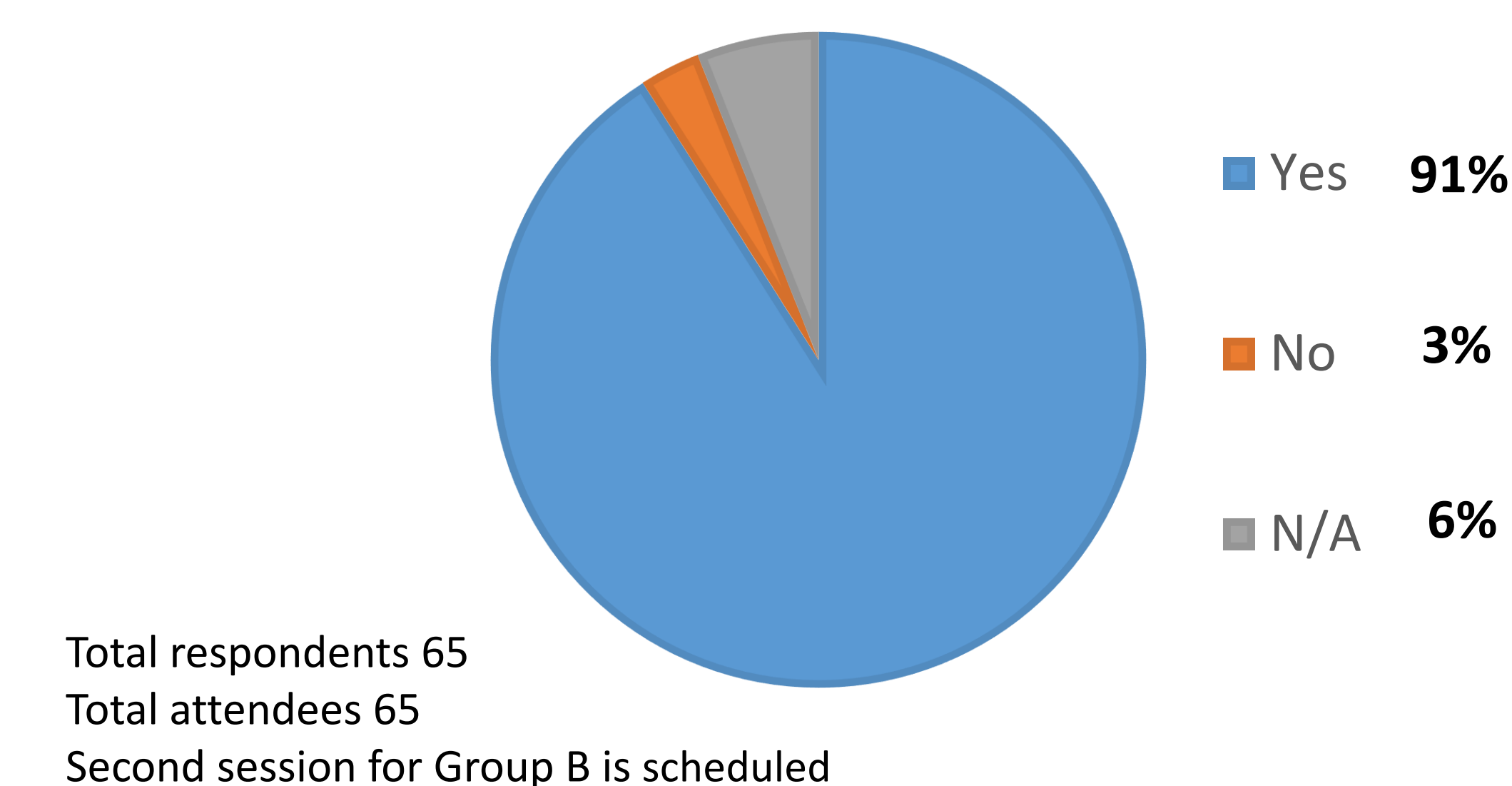
Session 1: Does **structural racism** impacts your medical care? 0 (never) -100 (always)



Session 1: Does **implicit bias** impacts your medical care? 0 (never) -100 (always)



Session 2: Was this **valuable for me** at my current level of training and time of year? (Yes, No, Other)



CONCLUSIONS

- An extensive needs assessment was conducted to evaluate the landscape of the current bias training for the residents utilizing a pre-survey, discussions with stakeholders and leadership and reviewing evaluations from prior trainings.
- A curriculum was formulated to provide a healthcare specific and case-based approach during three mandatory sessions incorporated into every residents outpatient clinic
- The results to date suggest improved understanding of structural bias and recognition of implicit bias. Additionally, the residents have found value in these sessions and have responded positively to the delivered curriculum

FUTURE PLANS

- Impact on clinical care:
 - Clinic data evaluating quality measures by gender and race
- Sustainable change
 - Focus groups with scripted interviews 6 months after training
 - Follow up climate surveys 6 months after training

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