Background and Purpose

- Physical Medicine and Rehabilitation residency is a critical time to ensure that trainees recognize their own biases and how these impact patient outcomes, to engage with strategies that mitigate the effects of their biases, and to practice implementing cultural competency skills in real clinical encounters.
- Physiatrists in training have an opportunity and an obligation to become experts and advocates for the reduction of healthcare disparities for patients with disabilities.

Curricular Goals and Needs Assessment

- Goals: to develop the knowledge, skills, and attitudes to mitigate bias in the provision of cross cultural physiatric care. Residents should be able to identify the existence of healthcare bias and understand how bias impacts patient outcomes. We aim to provide a safe space for residents to explore their own biases and provide strategies to mitigate bias in clinical encounters.
- Needs Assessment:
  - ACGME resident survey data, and quantitative and qualitative resident survey results:
    - cross-sectional survey: 16 out of 16 residents reported some form of implicit bias identification after taking the Harvard Implicit Association Test
    - qualitative survey: identified key elements of desired cultural competency education including disability disparities education, concrete steps to reduce bias in clinical scenarios, and longitudinal education integrated throughout clinical rotations.

Results

- ACGME Survey Data Before and After Curriculum Pilot in 2021

<table>
<thead>
<tr>
<th>Year</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Taught about healthcare disparities</td>
<td>4</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Preparation for interaction with diverse individuals</td>
<td>2</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Program fosters inclusive work environment</td>
<td>1</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Diverse resident/fellow recruitment and retention</td>
<td>3</td>
<td>5</td>
<td>3</td>
</tr>
</tbody>
</table>

Curricular Methods

- Synchronous and asynchronous activities
  - Longitudinal discussion forum*
  - Introduction of advocacy training*
  - Implicit bias testing
  - 36-month curriculum
    - Example Sessions:
      - Introduction to Healthcare Disparities
      - Social Determinants of Health
      - Relationship of Wealth and Health
      - Medical vs Social Models of Disability
      - Power, Privilege, and Positionality
      - Healthcare Disparities in Rehabilitation Medicine
  - Introduction of disability history education *
  - Reflective Essay Writing

* New items based on results of qualitative needs assessment following pilot curriculum