

## Implicit Bias in Health Care – Approaches Supporting Recognition and Intervention

### Objectives

- Recognize that health care disparities are real and that understanding of their potential impact on patient safety is critical to the delivery of quality patient care
- Summarize findings of research studies presented regarding implicit bias in health care and identify specific techniques developed by social scientists to lessen and counter these biases
- Explain the basics of cultural competency in practice with focus on improving communication through management of assumptions and the inclusion of time to evaluate patient understanding and expectations
- Identify the three overlapping public health crises with profound consequences for the health of women of color in the United States and outline recent efforts of policymakers to address the racial inequities in women's health care
- Describe tangible ways in which health care providers can implement better practices for follow through in order to address the social determinants of health that impact preterm neonates from birth into childhood

### Content Outline

1. Impact of Implicit Bias on Patient Safety Aspects of Health Care
  - 1.1 Health care disparity concerns raised in recent decades
    - 1.1.1 Including racial, ethnic, religious, gender, sexual orientation, personal characteristics
  - 1.2 Research studies investigating implicit bias in health care
  - 1.3 Assessment tools for gauging individual health care provider implicit biases
  - 1.4 Techniques recommended to lessen implicit bias
2. The Provision of Culturally Competent Health Care
  - 2.1 Description of cultural competency and culturally competent practice
  - 2.2 Assumptions, biases, and stereotyping
    - 2.2.1 Ascertainment bias
    - 2.2.2 Fundamental attribution error
  - 2.3 Building rapport, improving communication, and perspective taking
  - 2.4 Building cultural knowledge, skills, and attitudes
  - 2.5 Dealing with language barriers
  - 2.6 Cultural variations in special populations
3. Racism and Fragmentation in Women's Health Care
  - 3.1 Risk of pregnancy-related mortality among Black women as a marker of racial injustice
  - 3.2 *Bridging the Chasm (BtC) between Pregnancy and Health over the Life Course* Initiative
  - 3.3 Gathering of political will resulting in policy and research activity
  - 3.4 Legislative momentum setting the stage for BtC agenda
4. Follow Through Interventions to Meet Social and Medical Needs Aimed at Achieving Equity
  - 4.1 Vermont Oxford Network Potentially Better Practices
  - 4.2 Acknowledge and manage implicit and explicit biases to promote a culture of equity
  - 4.3 Identify social risks of families
    - 4.3.1 Interventions to prevent and mitigate risks
  - 4.4 Taking action to support transition to home after discharge
  - 4.5 Maintenance of family support through infancy
  - 4.6 Social justice advocacy at all levels

## Reading Material Resources

**Module WB2404: Implicit Bias in Health Care – Approaches Supporting Recognition and Intervention** is based on the resources listed below. A copy of each resource is included with the module.

The Challenges of Implicit Bias on Patient Safety, Ross J, *Journal of PeriAnesthesia Nursing*, 36 (2021), 197-198

Chapter 17 Providing Culturally Competent Health Care, Lelacheur S, in *Ballweg's Physician Assistant: A Guide to Clinical Practice, Seventh Edition*, (2022), Elsevier, 159-164

It's Time to Eliminate Racism and Fragmentation in Women's Health Care, *Women's Health Issues*, 31, 3 (2021), 186-189

Following through: Interventions to improve long-term outcomes of preterm infants, Edwards EM and Horbar JD, *Seminars in Perinatology*, 45 (2021), Article 151414