

It Ain't Me!

Promoting Awareness of the Impact of Clinician Bias and Stereotyping on Health Disparities

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Role of Medical Librarians

- Informational advocacy?
- Enhancing research efforts of providers with awareness of this information?
- Partnering with providers to improve patient care?
- Role of Medical Librarian in “shining light” on hidden or ignored Data?
- Is there informational integrity imperative?
- Informational midwifery?

AAPA's "Heads Up!" Project

www.stop-disparities.org

**Chest Pain. Identical Symptoms. Matching Histories.**

 **Which Patient Doesn't Get the Appropriate Tests?**

for more information: www.stop-disparities.org

**Unconscious Racial Stereotyping = Unequal Treatment.**

 **Which Patient Gets Your Best Care?**

for more information: www.stop-disparities.org

**Same Injury. Same Hospital. Same Provider.**

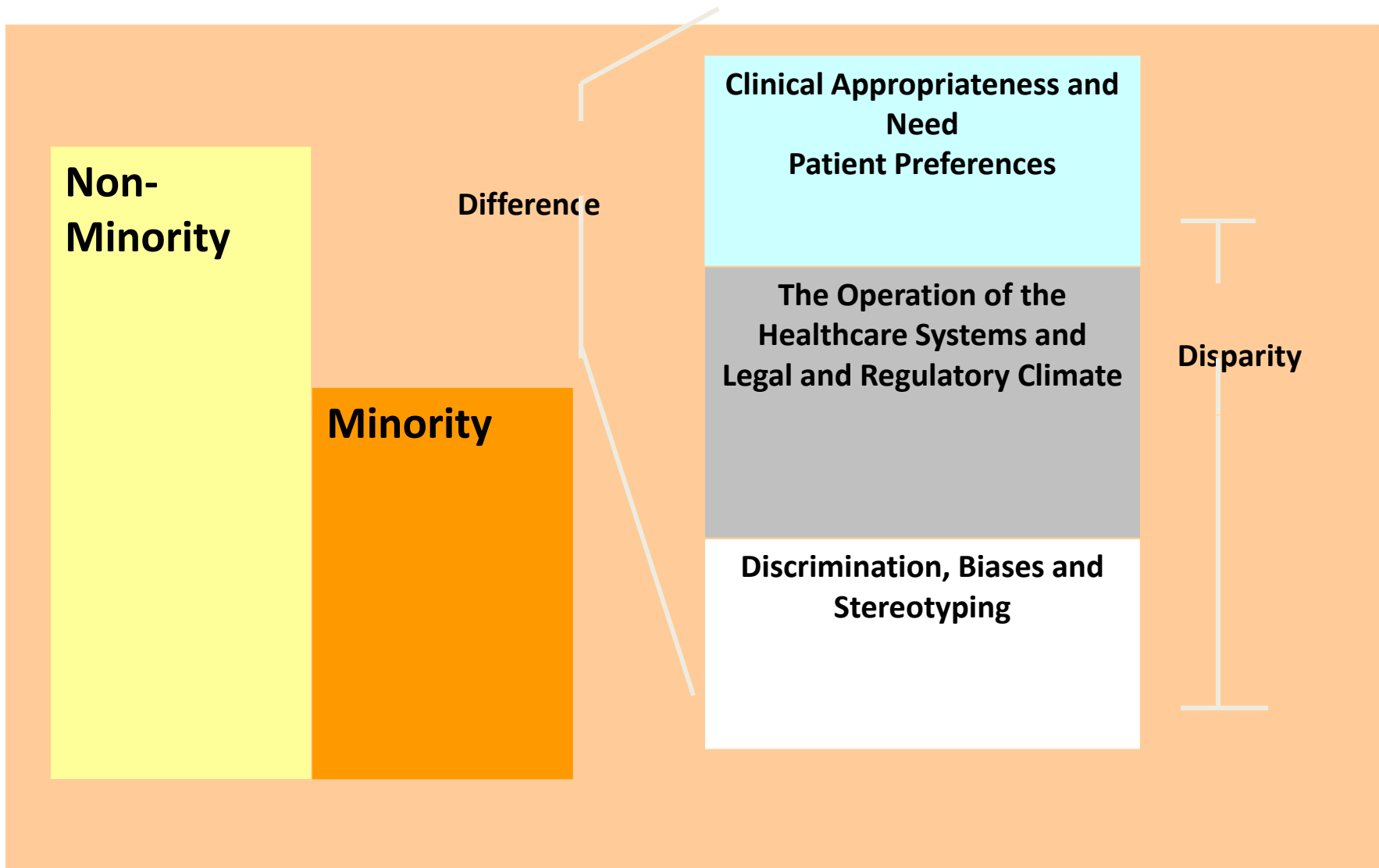
 **Which Patient Gets 50% Less Pain Medication At Discharge?**

for more information: www.stop-disparities.org

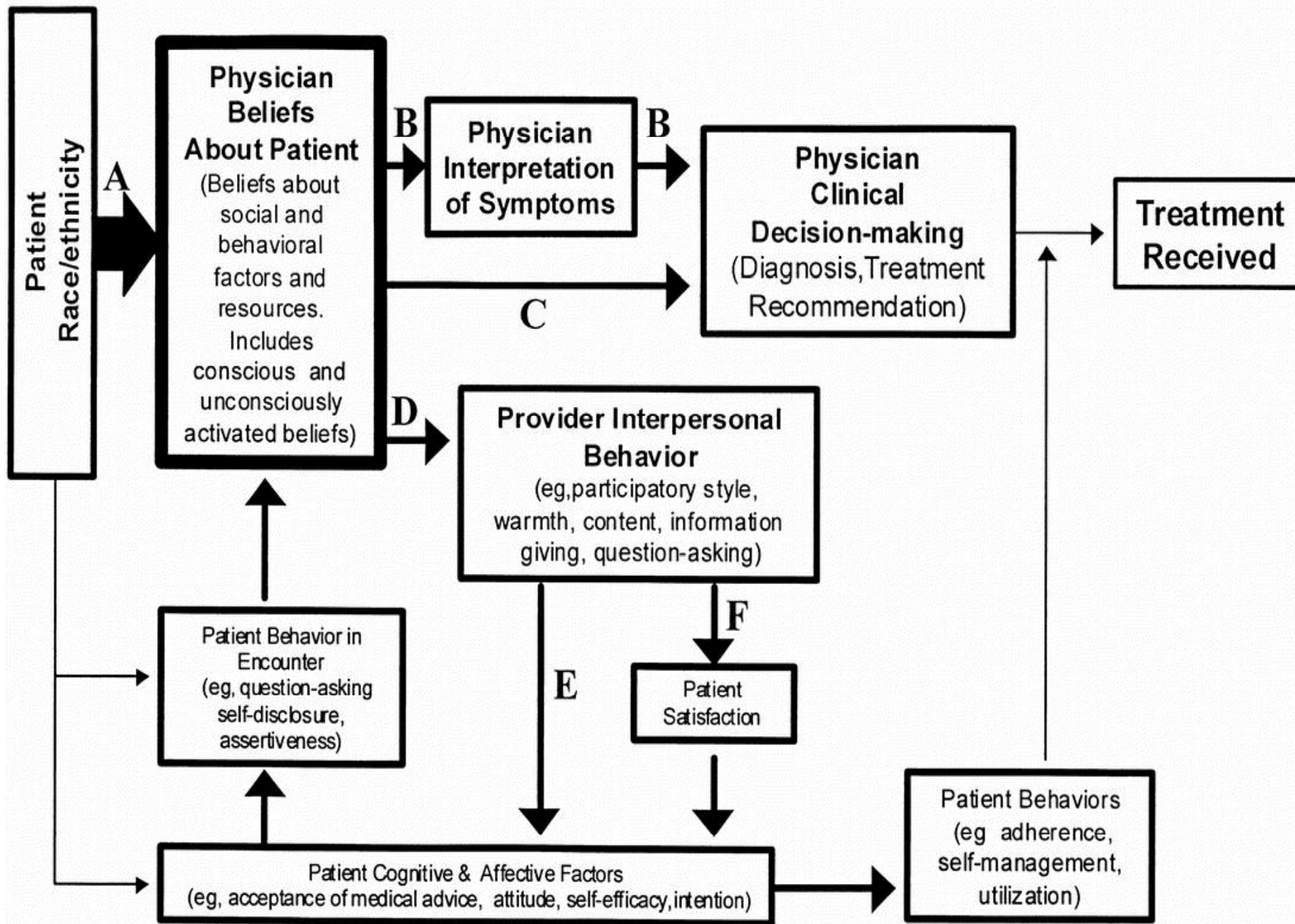
AAPA's "Heads Up!" Project (PA? AAPA?)

- Transitioned to CME/curriculum module
- Goal: push-button ease
- Classroom-ready
- Vetted, already approved for CME

<http://www.aapa.org/education-and-certification/continuing-medical-education/home-study/1054>



Smedley; Unequal Treatment; IOM – National Academy Press 2003



van Ryn 2002

Implicit Association Test

- Assesses subconscious associations by measuring the speed of response
 - Faster response when the association is more natural
 - Slower response when the association is more difficult
- <https://implicit.harvard.edu/implicit/>

Black Patient

White Patient

or

or

Bad

Good



a

Black Patient

White Patient

or

or

Bad

Good

Pleasure

b

White Patient

Black Patient

or

or

Bad

Good



c

White Patient

Black Patient

or

or

Bad

Good

Pleasure

d

Cognitive Shortcuts = Implicit Associations

- Serve important functions of organizing and simplifying complex information.
- Influence how information is recalled.
- **Valuable in situations characterized by time pressure, resource constraints, and high cognitive demand.**

Implicit bias predicts judgment and behavior within nine different areas

- consumer preferences,
- **interracial intergroup behavior,**
- personality differences,
- clinical phenomena,
- alcohol and drug use
- **non-racial intergroup behavior,**
- **gender and sexual orientation,**
- close relationships, and
- political preferences.

Dual Process Stereotyping and You

- Automatic Stereotyping
- Goal Modified Stereotyping
- Priming (Burgess, van Ryn 2006)

Green et al. 2007

- N=220 residents at 3 Boston hospitals completed a vignette on-line, randomized to see a black or white male patient with symptoms of CAD requiring thrombolysis
- Participants then completed 3 race IAT tests: race preference; race cooperativeness & race medical compliance
- Interaction between IAT and treatment decisions was significant such that as anti-black IAT score increased, decision to treat a black patient decreased ($p=.009$)

Perspective-taking

- Taking the point of view of another
- Related to empathy
- Some element of ego overlap
- Can reduce stereotyping and increase feelings of affiliation

Batson 1994

Galinsky 1999, 2000, 2003, 2004

Davis 1996

PRIME BABY PRIME!

Just Talking About Bias Can Decrease It

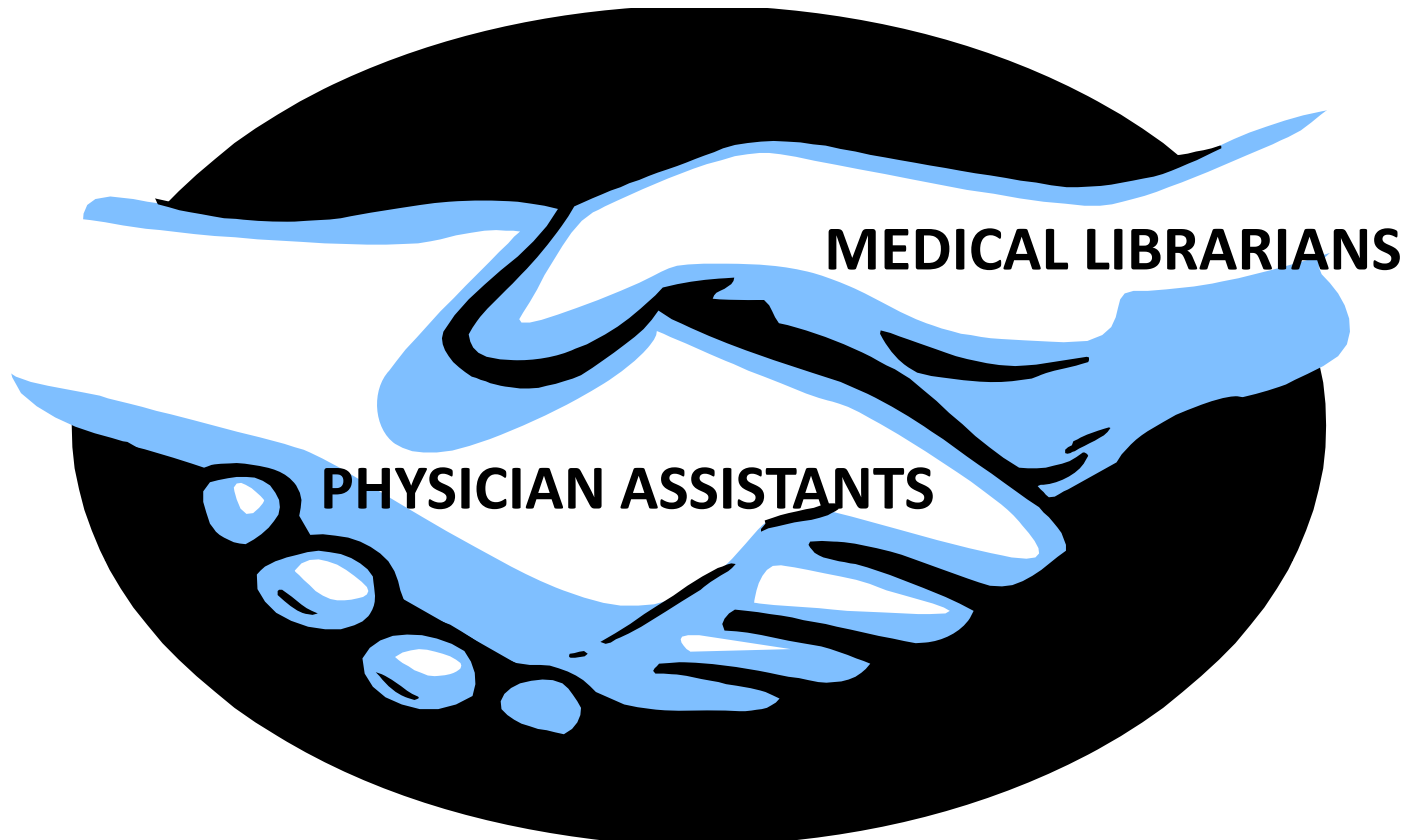
- Who Says So?:
 - Kunda, 2003: “The motivation to avoid prejudice may inhibit stereotype activation”
 - Rudman, 2001: “implicit associations are sensitive to environmental influences, including priming effects”
 - Burgess, 2006: “activation of egalitarian norms has the potential to prevent stereotype activation”
 - Galinsky, 2000: “Perspective-taking appears to diminish not just the expression of stereotypes but their accessibility.”

The Unbridled Joy of Methodology

- Complexities abound
- Definitions matter
- The danger of numbing engagement with a methodological sledgehammer
- “I’ll do the actions, you’ll do the fractions”
building partnerships with research scientists
- You don’t need to be a statistician to act (but it helps to know one)

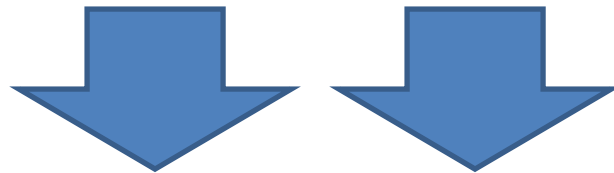
Tools/Resources

- Equity Reports (Disparities Solutions Center)
- Site-specific data collection and action plan
- Priming (Burgess, van Ryn 2006)



MEDICAL LIBRARIANS

PHYSICIAN ASSISTANTS



DECREASED RACIAL /OTHER DISPARITIES IN CARE

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