



**UW Medicine**

UW SCHOOL  
OF MEDICINE

CENTER FOR HEALTH EQUITY, DIVERSITY & INCLUSION

## **Instructors Guide to Workshop: Implicit Bias in the Clinical and Learning Environment**

The Workshop Materials Include:

- Instructors Guide
- Link to Course: Implicit Bias in the Clinical and Learning Environment
- Interview with Anthony Greenwald, PhD: Use of the Implicit Association Test in Educational Settings
- Workshop design options
- Cases to use in workshop setting
- References

The first activity is for participants to take the course: Implicit Bias in the Clinical and Learning Environment. This may be done as “homework” prior to the workshop or as the first part of the workshop. The course is 40 minutes duration.

The course addresses three core learning objectives regarding implicit bias.

Learning Objectives:

By the end of the course learners will be able to:

1. define implicit bias and how it is manifested in health care,
2. recognize how implicit bias may be operating in the clinical setting and learning environment, and
3. apply strategies that can be used to minimize impact of implicit bias.

The course begins with students voicing their real world experiences as recipients of bias based upon their background. Core elements of the course include; the history of racism, an overview of the social determinants of health, discrimination, the science of implicit bias, evidence in the literature on how bias is manifest in health care and the learning environment, and strategies to mitigate the impact of implicit bias at the individual and organizational levels. The course core content is relevant to faculty and trainees in disciplines across all 30 departments in the UWSOM and supports goals of the UW Diversity Blueprint.

Link to course: <https://canvas.uw.edu/courses/1173964>

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## **Instruction for Cases:**

Small Group work on case vignettes

- Small groups
- Vary patient by race, ethnicity, gender, other
- Develop 3 questions about treatment of patient, possible biases that may impact treatment

Adult cases (may use standardized photos to vary patient gender, race/ethnicity)

Disability case (adolescent)

Pediatric cases