Employing Strategies to Address Implicit Racial Bias in the Home Visit Setting: A Phenomenological Study of Family Medicine Residents

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Strategies

• Challenge

• Self-reflection

Assumptions

Mindfulness

• Present

• Purposeful

Background

- Racial health inequities continue throughout the US health system despite attempts to address these issues.
- Implicit racial bias (IB) and structural racism are increasingly recognized as underlying causes of racialized health inequities.²
- IB training is increasingly incorporated in graduate medical education (GME) in response to growing understanding of the role IB plays in health inequities, but the number of published curricula and evaluations of these curricula remain low.

Objectives:

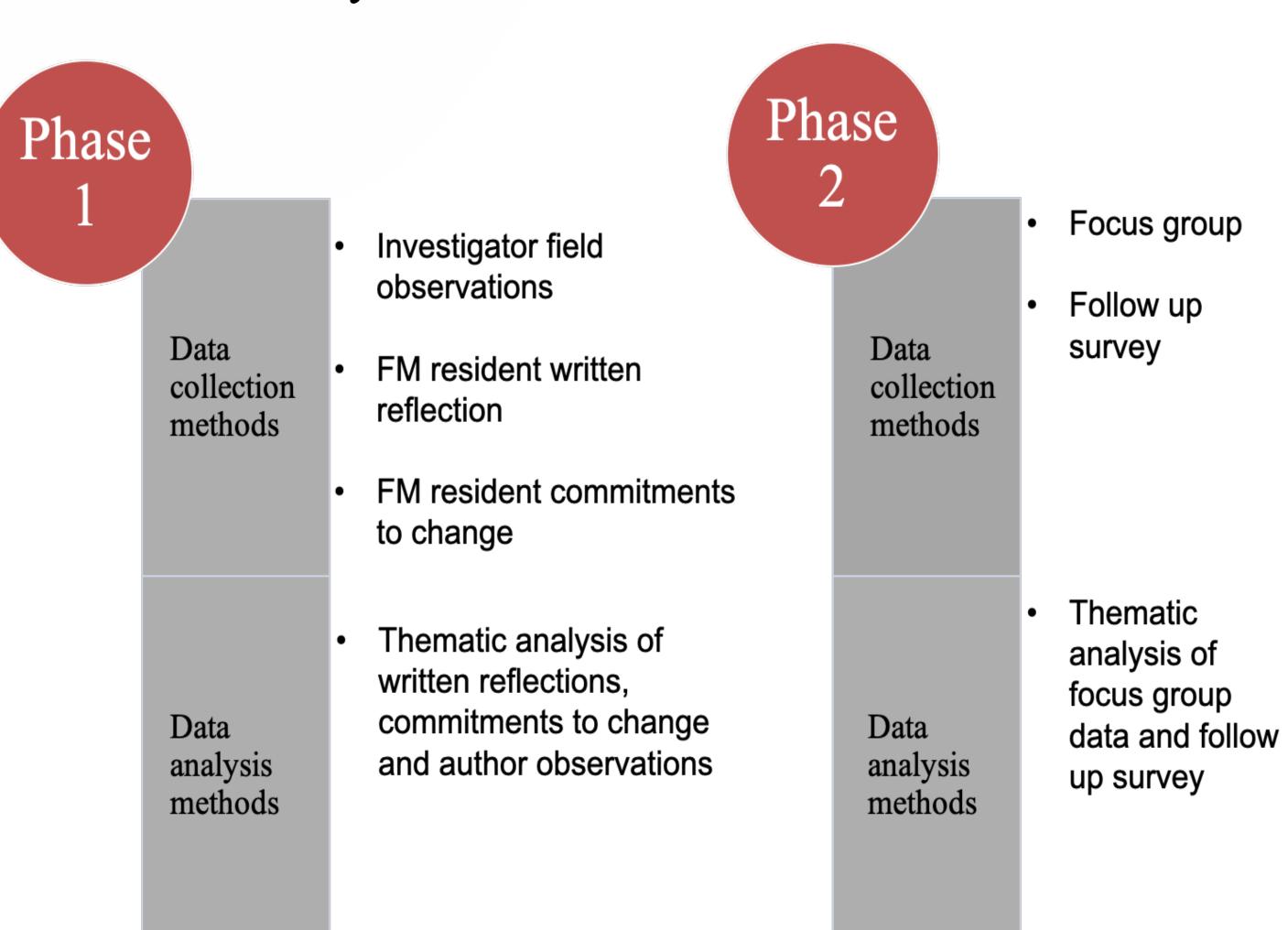
- Characterize Family Medicine (FM) resident experiences to implicit bias mitigation training.
- 2. Give residents an opportunity to apply strategies during home visits (HVs) to urban, predominately African American homebound older adults.
- 3. Assess lasting impact through 2month follow-up surveys

Methods

Resident Pre-work for the Home Visit Watch Read Discuss Complete the Race Read the Family Watch two Ted Talks' Be prepared to discuss **Practice Management** (White/Black) Implicit one bias you identify How to overcome our Association Test (IAT) article*: How to Identify, biases: walk boldly with or may operate out of toward them (18 min) at times and commit to at Understand, and Unlear or review results, i Implicit Bias in Patient How racism makes us taken in past six least one strategy from the "IMPLICIT" mnemonic sick (18 min) you would like to practice during the home visits.

Participants:

- 2 residents participated in this study
- 9 females and 3 male participants
- Residency level varied from PGY1-PGY5



Results

- 9 residents completed the follow-up survey
- residents had "partially implemented" their intended change from commitment-to-change (CTC)
- resident responded "fully implemented"
- resident responded "could not implement at this time"
- All 9 residents responded "yes" when asked if their level of commitment remained the same

Response to IAT

Themes

Barriers

• Time

Value of home

visits

• Time

Humanism

Acceptance

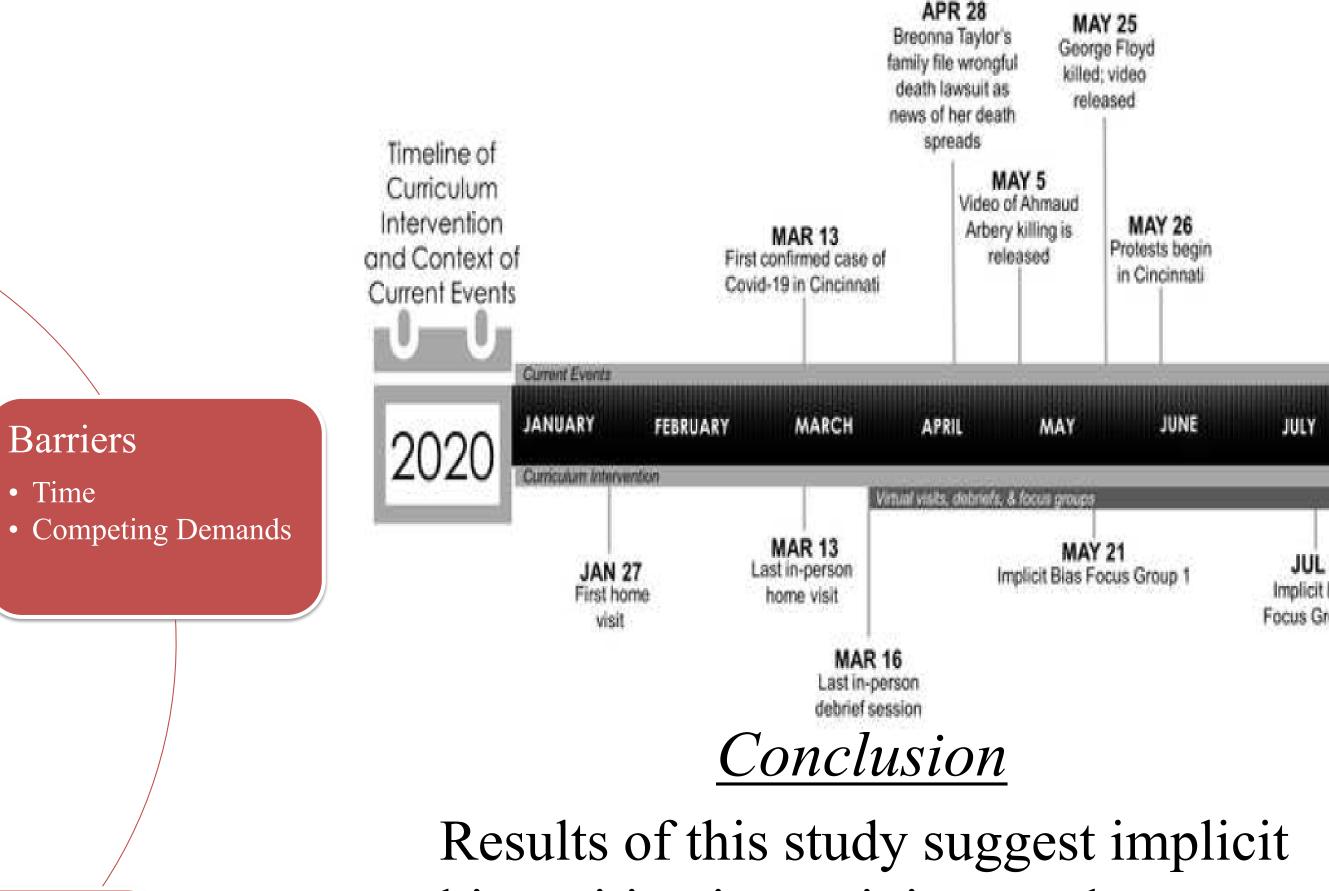
Resistance

Follow-up surveys demonstrated long term impact

Residents were more likely to revert to

Discussion

- old habits if stressed or short on time
- Addressing one form of implicit bias may impact other forms of biases
- Residents valued home visits because of increased time, decreased stress and less stringent methods of evaluation.



bias mitigation training can have a meaningful and lasting impact.



References: 1. Unequal treatment. National Academies Press; 2002. https://www-napedu.proxy.libraries.uc.edu/12875. 10.17226/12875.

2. Bailey ZD, ScD, Krieger N, Prof, Agénor M, ScD, Graves J, MPH, Linos N, ScD, Bassett MT, Dr. Structural racism and health inequities in the USA: Evidence and interventions. Lancet, The. 2017;389(10077):1453-1463. https://www.clinicalkey.es/playcontent/1-s2.0S014067361730569X. doi: 10.1016/S0140-6736(17)30569-X.