

# UCSF Department of Anesthesia

## Session Overview:

In this 1 hour session, attendees will be introduced to the goals and objectives of the Unconscious Bias Workshop. Learners will be presented current data on unconscious bias and perform self-reflective small group exercises.

By the end of these sessions, attendees will be able to:

- 1) Assess one's own unconscious biases in relation to the workshop exercises in a small group discussion.
- 2) Increase internal motivation to address unconscious bias in a safe and nonthreatening space.
- 3) Identify three ways to apply concepts around unconscious bias to be more intentional in the clinical environment.

## Pre-Session Preparation

### Recommended reading prior to workshop:

1. Hu et al. [Discrimination, Abuse, Harassment, and Burnout in Surgical Residency Training](#). *New England Journal of Medicine*. 2019;381(18):1741-1752.
2. Morin, Rich. 2015. "[Exploring Racial Bias Among Biracial and Single-Race Adults: The IAT.](#)" Pew Research Center, Washington, D.C.: August 19, 2015.
3. Green et al. [Implicit bias among physicians and its prediction of thrombolysis decisions for black and white patients](#). *Journal of General Internal Medicine*. 2007; Sep; 22(9):1231-1238. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2219763/#>
4. Burgess et al. [Reducing racial bias among health care providers: lessons from social-cognitive psychology](#). *Society of General Internal Medicine*. 2007; 22:882-887.
5. Hill et al. [Assessment of the Prevalence of Medical Student Mistreatment by Sex, Race/Ethnicity, and Sexual Orientation](#). *JAMA Intern Med*. 2020;180(5):653-665. Doi:10.1001/jamainternmed.2020.0030
6. Osseo-Asare et al. [Minority Resident Physicians' Views on the Role of Race/Ethnicity in Their Training Experiences in the Workplace](#). *JAMA Network Open*. 2018;1(5):e182723. Doi:10.1001/jamanetworkopen.2018.2723