



Racial Disparities in Healthcare: Understanding and Addressing Unconscious Bias

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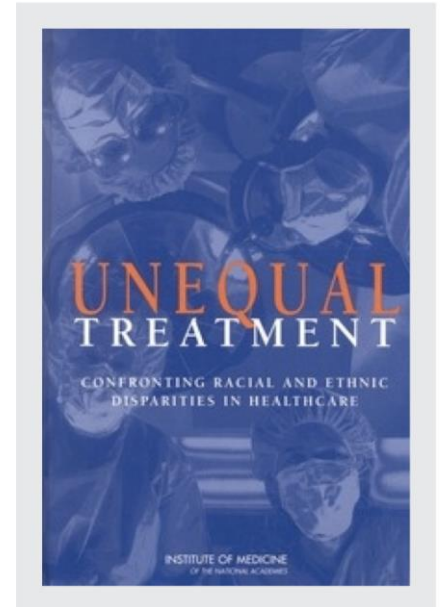
Black-White Disparities in Health

- Infant Mortality: 2 times higher for Black Americans
- Pregnancy-Related Deaths: 3 times higher
- Death rates for
 - Cancer, 10% higher
 - Heart disease, 23% higher
 - COVID-19, 90% higher
- Life Expectancy: 3.5 years less for Black than for White Americans



Racial Disparities in Healthcare

- Differences in treatment that cannot be accounted for by established medically-related factors
- Unjustified differences in medical treatment (lower quality care)
- Differences in quality of the medical encounter



Overview



- The Social Psychology of Prejudice
- Healthcare Implications
 - Medical Treatment
 - Medical Interactions
- Solutions
 - Organizational
 - Personal
 - Transactional



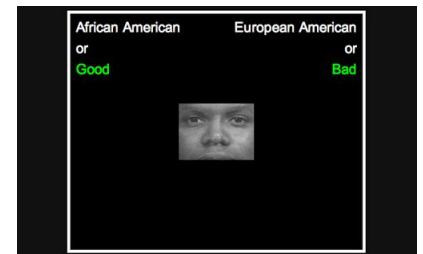
Bases of Prejudice

- Cognitive
 - social categorization
- Motivational
 - social dominance
- Sociocultural
 - cultural stereotypes



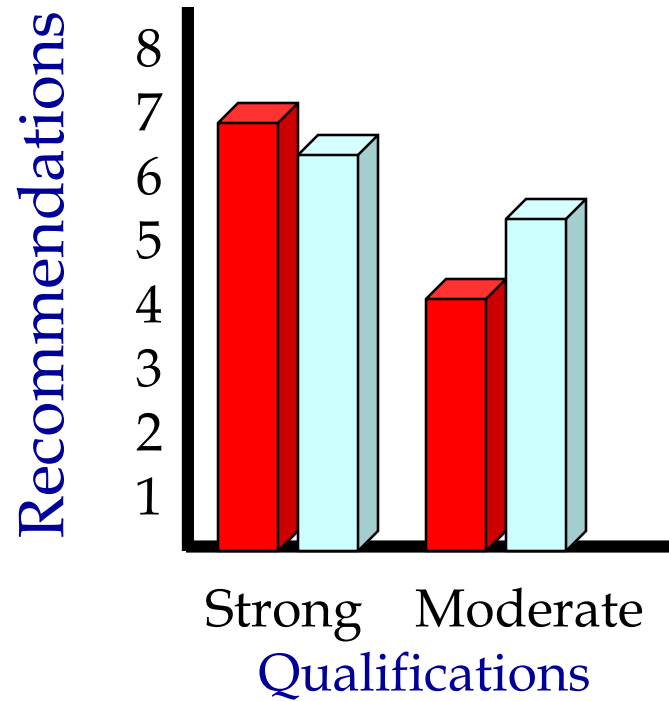
Nature of Racial Bias

- Explicit Attitudes
 - Conscious
 - Deliberative
 - Social and Personal Values
 - Self-Report
- Implicit Attitudes
 - Unconscious
 - Spontaneous
 - Habit from Direct & Vicarious Experience
 - Response Latency (IAT: <https://harvard.implicit.edu>)



Subtle Bias

 Black Candidate
 White Candidate





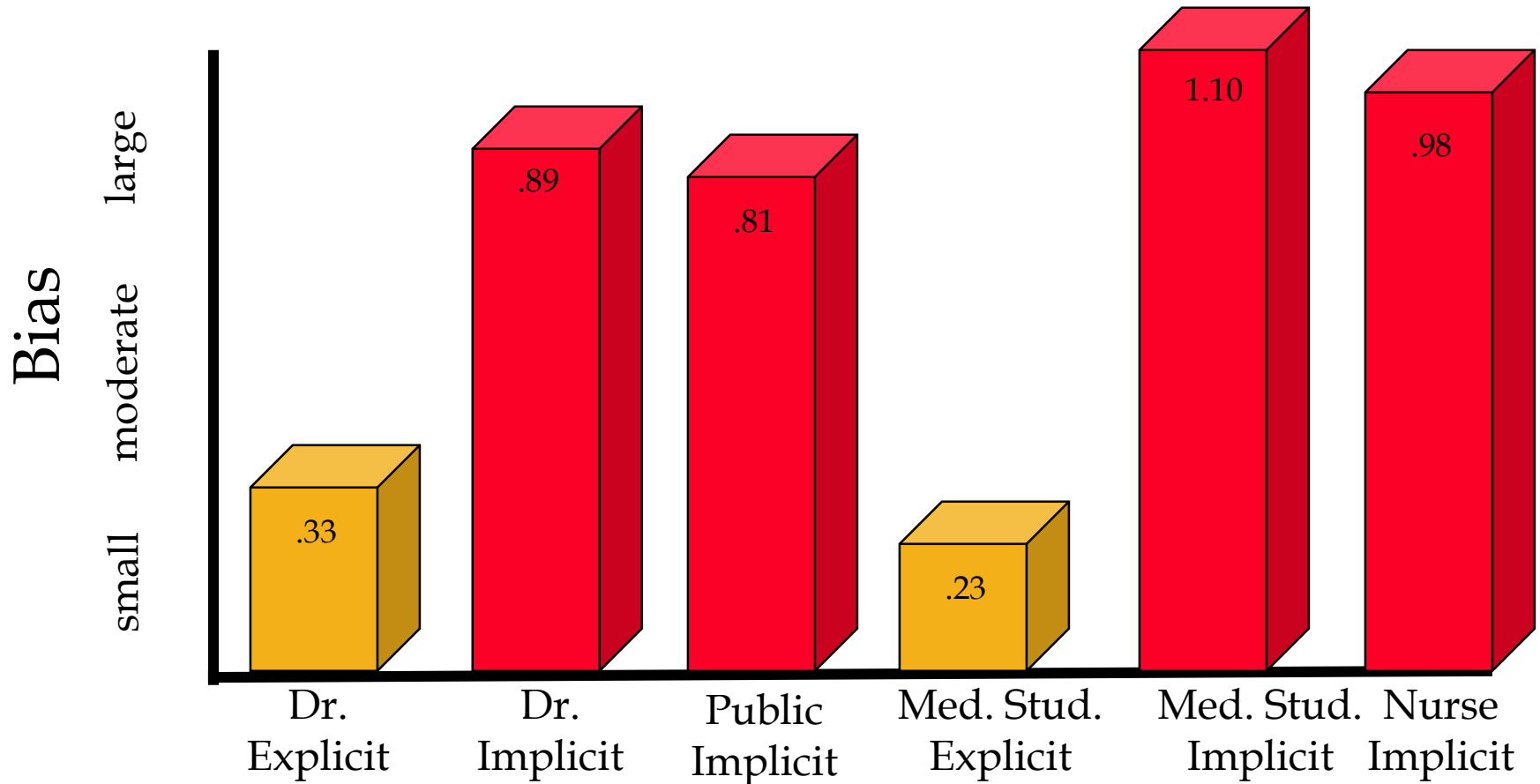
Medical Implications

- Physicians' Attitudes
- Physicians' Decisions
- Physician-Patient Interaction

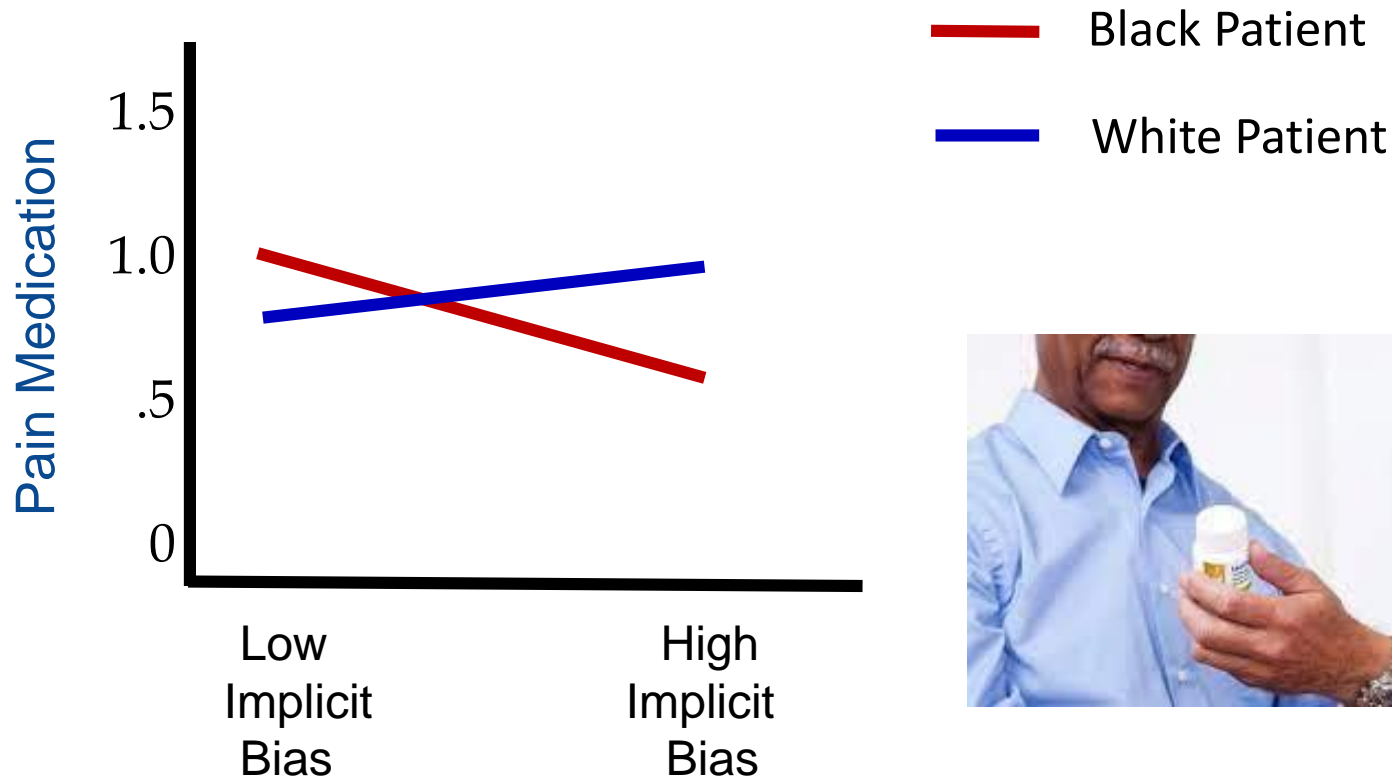




Attitudes: Explicit & Implicit Bias



Implicit Bias and Treatment



Fiscella et al., 2021



Implicit Bias and Interaction

PHYSICIAN BEHAVIOR

- Shorter visit
- Faster speech
- Less patient centered
- Less supportive

PATIENT PERCEPTIONS

Post Visit


- Patient less involved
- Respects, trusts*, and likes the doctor less
- Recommends doctor less
- Remembers information less*
- Less accepting of treatment

**also at 1-week follow-up*





Disparities in Health Care: Interaction (Beyond Access)

- 57% of Black respondents say that discrimination occurs “often” or “very often” in interactions with White physicians (Malat & Hamilton, 2006)
 - Black people show lower levels of trust of their physician, and more *after* visit (Gordon et al., 2006; Halbert et al., 2006)
 - Participation and trust related to patient satisfaction, seeking treatment, and adherence (Roter et al., 1997; Stewart, 2000)
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Challenge: Eliminating Disparities

- Organizational
 - Assess outcomes (e.g., treatments, patient reports)
- Personal
 - Anti-bias training



Training (and Experience)

- CHANGES Longitudinal Study (van Ryn), 3439 Medical Students from 49 schools (Dovidio et al., 2017; van Ryn et al., 2015; Onyeador et al., 2020)
 - Assessments in First Year (Y1), Last Year (Y4) of Med School, Residency (Y6)
 - Predictors: Diversity Education, Observed Bias, Interracial Contact in Medical School
 - Outcomes of Interest, End of Medical School, Residency: Implicit Racial Bias
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Implicit Bias Outcomes



Implicit Bias

	End of Med School	Residency
Diversity Education	No Effect	No Effect
Observed Bias	Significant Increase	No Effect
Interracial Contact	Significant Decrease	Significant Decrease



Challenge: Eliminating Disparities

- Organizational
 - Assess outcomes (e.g., treatments, patient reports)
- Personal
 - Anti-bias training
 - Corrective strategies (e.g., individuation)
 - Reparative strategies
 - Self-care
- Transactional
 - Patient-centered care
 - Partnership building



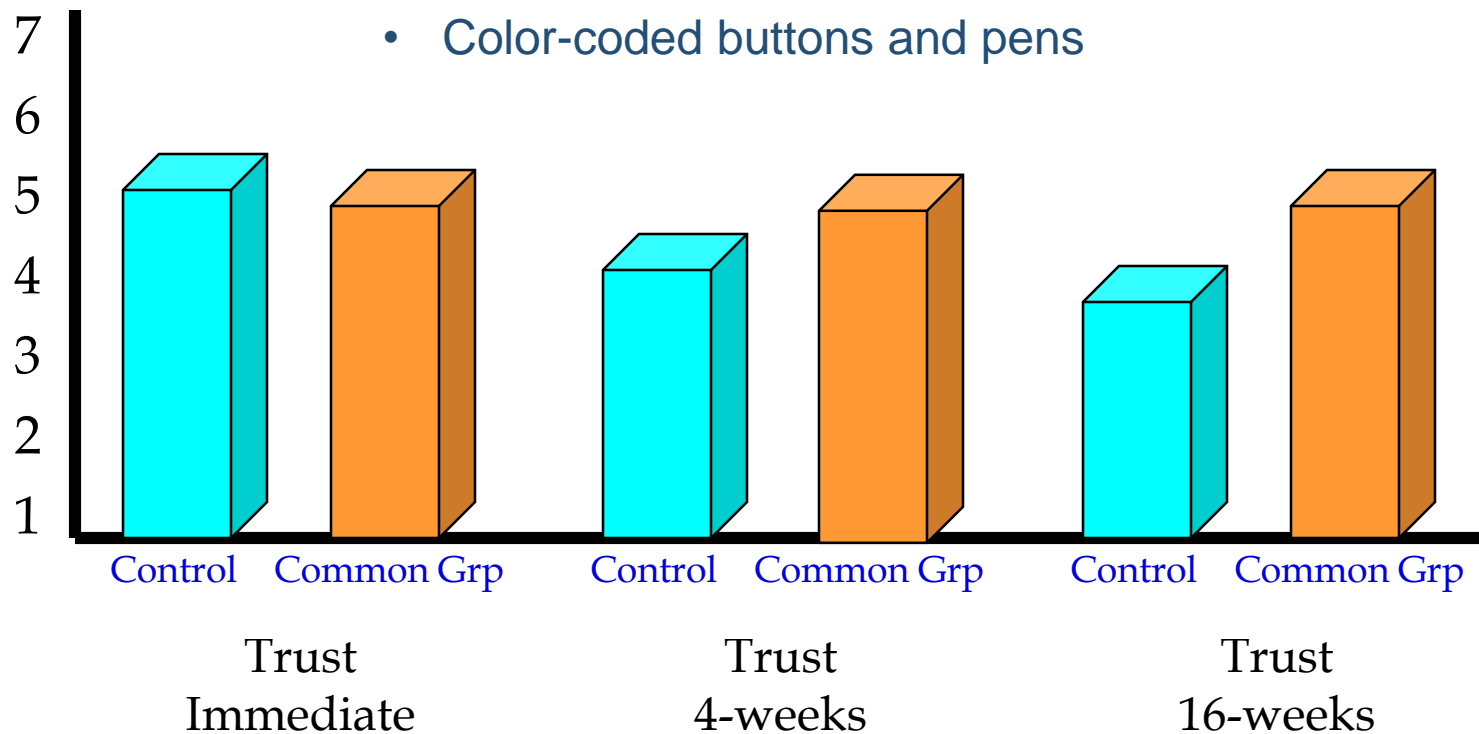
Common Identity and Medical Encounters

- Different Wings of a Clinic: Same Team and Standard of Care Control Group
- Same Team
 - Common goals
 - Shared responsibility
 - Joint decision making
 - Partners working to solve problems
- Color-coded rooms, buttons, pens



Team Identity and Patient Trust

- Team/partnership instructions
- Team name
- Color-coded buttons and pens



Conclusion



- Racial Disparities in Health and Healthcare
- The “Normality of Bias”
- Unintentional Biases in Medicine
 - Treatment Recommendations
 - Quality of Healthcare Interactions
- Implicit Does Not Mean Inevitable



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