

Bias in Clinical Practice and Its Effect on Health Outcomes

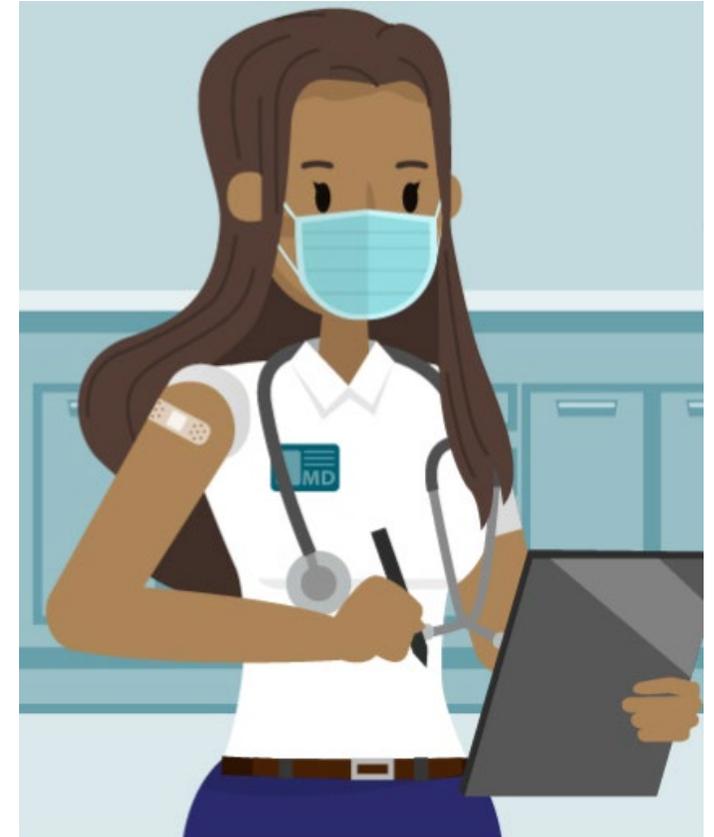


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Today's Agenda

- Conceptual Overview of Bias
- The Consequences of Bias in the Health Industry
- Statistics on Healthcare Disparities
- Bias Interrupting Strategies and Practices



News Headlines & Scholarly Research



Racial, Ethnic Health Disparities Top Patient Safety Concern for 2021

ECRI's annual report dominated by COVID-19

March 15, 2021

New AMA policy recognizes racism as a public health threat

January 22, 2021

Pediatr Blood Cancer 2015;62:915-917

Racial and Ethnic Health Disparities Related to COVID-19

BRIEF REPORT

Training Providers on Issues of Race and Racism Improve Health Care Equity

Stephen C. Nelson, MD,^{1,2*} Shailendra Prasad, MD, MPH,³ and Heather W. Hackman, EdD²

Race is an independent factor in health disparity. We developed a training module to address race, racism, and health care. A group of 19 physicians participated in our training module. Anonymous survey results before and after the training were compared using a two-sample *t*-test. The awareness of racism and its impact on care

increased in all participants. White participants showed a decrease in self-efficacy in caring for patients of color when compared to white patients. This training was successful in deconstructing white providers' previously held beliefs about race and racism. *Pediatr Blood Cancer* 2015;62:915-917. © 2015 Wiley Periodicals, Inc.

Key words: health care disparity; race; unconscious bias

Baseline Definitions

- Health Equity
- Health Disparities
- Social Determinants of Health



 Healthy People 2030

What is Bias?

Bias: Attitudes or stereotypes that affect our **understanding, actions, and decisions.**

- Biases can be favorable or unfavorable and can be unconscious (implicit or unintentional) or conscious (explicit or intentional).
- Everyone has biases. It is influenced by experience.

Implicit Association Test (IAT)

The mostly widely used test for implicit bias.





Project Implicit®

The 2013 general audience book that fully explains the IAT



PROJECT IMPLICIT SOCIAL ATTITUDES

Log in or register to find out your implicit associations about race, gender, sexual orientation, and other topics!

Or, continue as a guest by selecting from our available language/nation demonstration sites:

United States (English)

PROJECT IMPLICIT MENTAL HEALTH

Find out your implicit associations about self-esteem, anxiety, alcohol, and other topics!

PROJECT IMPLICIT FEATURED TASK

Measure your implicit associations toward issues concerning race, religion, weight, or other topics

- Gender-Career IAT** *Gender - Career.* This IAT often reveals a relative link between family and females and between career and males.
- Skin-tone IAT** *Skin-tone ('Light Skin - Dark Skin' IAT).* This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.
- Presidents IAT** *Presidents ('Presidential Popularity' IAT).* This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.
- Weight IAT** *Weight ('Fat - Thin' IAT).* This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.
- Native IAT** *Native American ('Native - White American' IAT).* This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.
- Weapons IAT** *Weapons ('Weapons - Harmless Objects' IAT).* This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.
- Disability IAT** *Disability ('Disabled - Abled' IAT).* This IAT requires the ability to recognize symbols representing abled and disabled individuals.
- Age IAT** *Age ('Young - Old' IAT).* This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.
- Asian IAT** *Asian American ('Asian - European American' IAT).* This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

Source: Harvard Implicit Bias Test <https://implicit.harvard.edu/implicit/index.jsp>



Framing the Problem: Bias in Healthcare

Recent work has shown that implicit biases also exist among physicians and are associated with perceptions and beliefs about patients, patient-physician communication, and possibly clinical decision making.

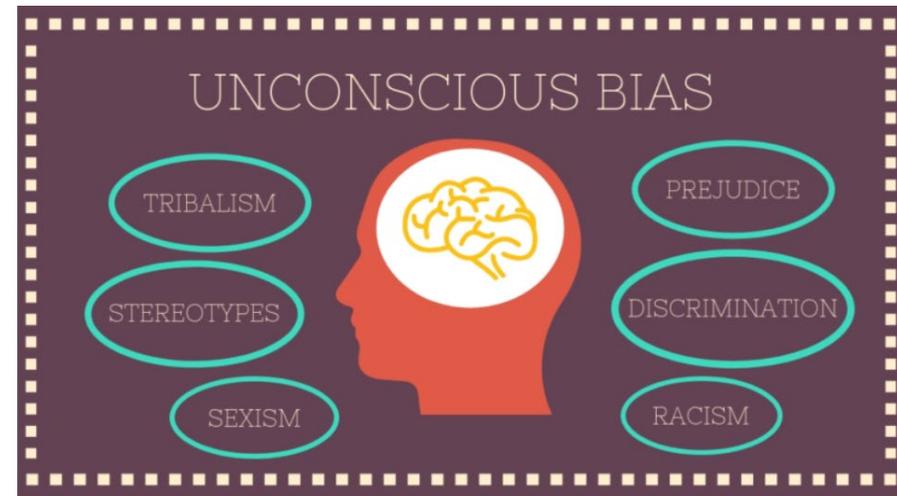
- Shapes the tone with which a clinician speaks to a patient
- The content of their communication
- Influences the types of tests or referrals clinicians order

Common Types of Implicit Bias

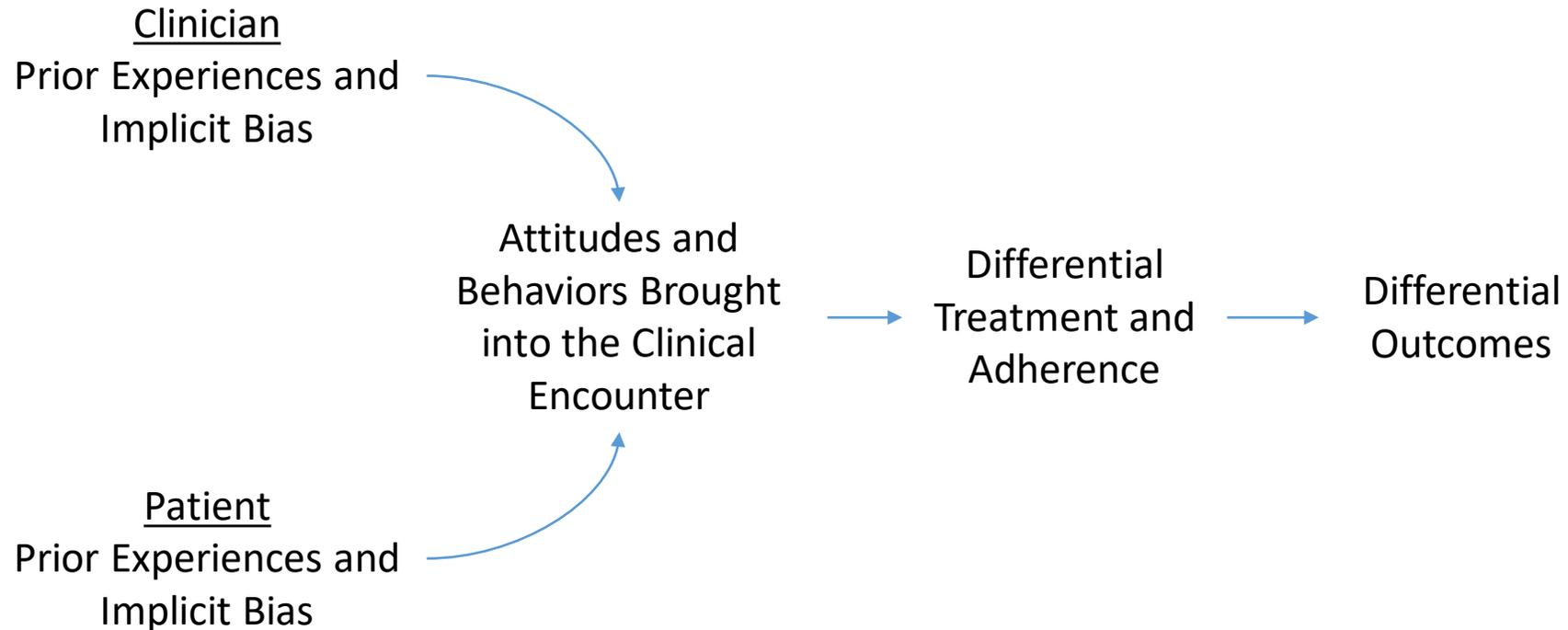
- **Affinity** – Preference for people who share qualities with you or someone you like.
- **Anchoring** – Tendency to rely too heavily on the first piece of information offered when you are making decisions.
- **Beauty** – Assumptions about people’s skills or personality based on their physical appearance and tendency to favor people who are more attractive.
- **Confirmation** – Selective focus on information that supports your initial opinion(s).
- **Conformity** – Tendency to be swayed too much by the views of other people.

Harmful Types of Unconscious Bias in Healthcare

- Racial Bias
- Gender Bias
- Sexual Bias
- Weight Bias



How Does Implicit Bias Operate in Health Care



Source: Blair IV, Steiner JF, Havranek EP. Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here? *The Permanente Journal*. 2011;15(2):71-78.

What Does Bias Look Like in Healthcare?

Examples of unconscious bias leading to health disparities include:

- Doctors assume their black or low-income patients are less intelligent, more likely to engage in risky behaviors and less likely to adhere to medical advice.
- Women presenting with cardiac heart disease symptoms are significantly less likely than men to receive diagnosis, referral and treatment, due to misdiagnosis of stress/anxiety.
- While those aged 85 and over have the second highest suicide rate, physicians are less likely to treat suicidal ideation in them.

Patient Examples of Bias in Healthcare

- Women are three times less likely than men to receive knee replacement when clinically appropriate.
- One of the stereotypical reasons for this inequity and underuse problem is that men are viewed as being more stoic and more inclined to participate in strenuous or rigorous activity.

Pain Assessment

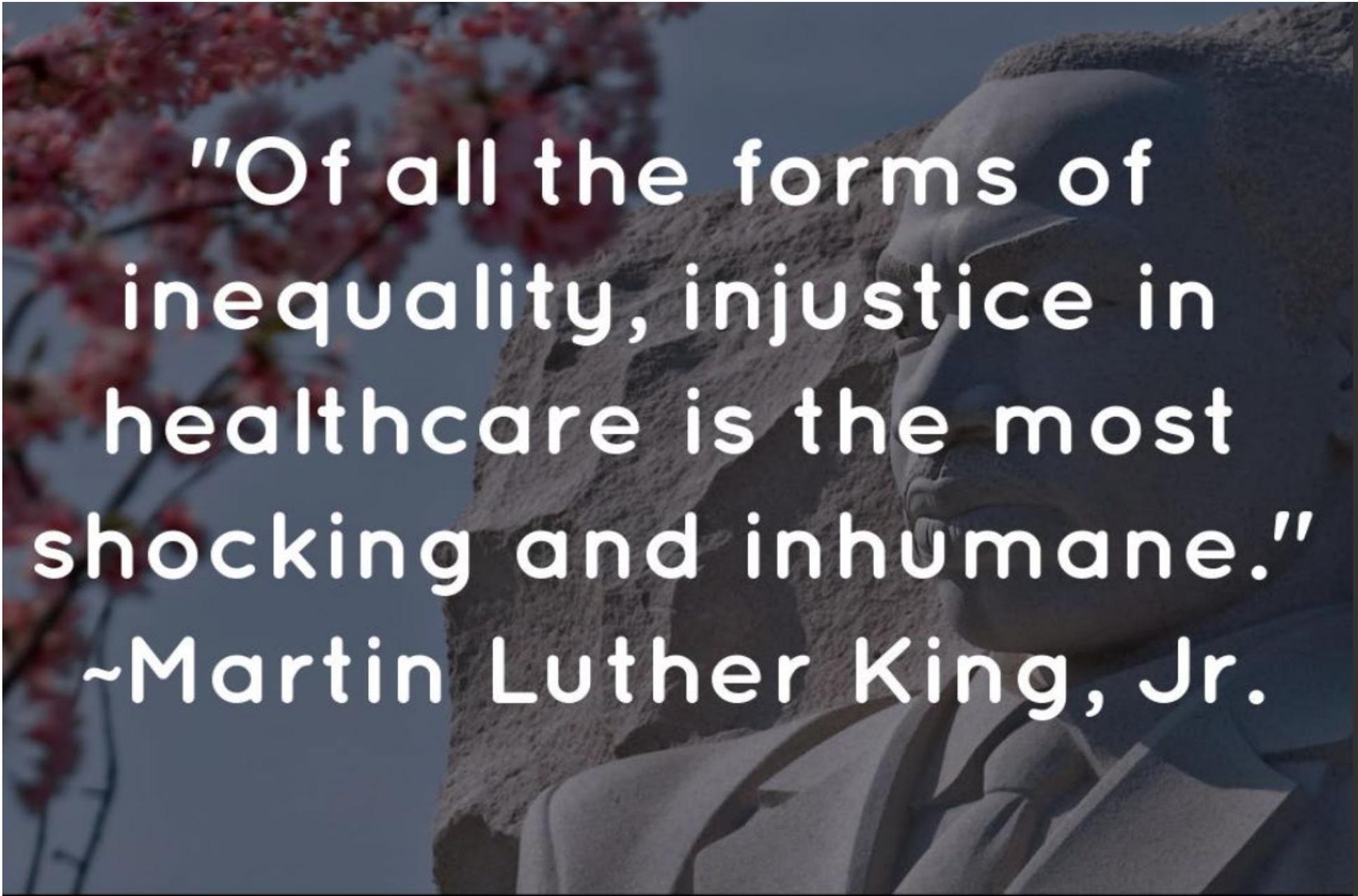


- Black and Hispanic patients are less likely to be prescribed pain medications than white patients.
- White male physicians are less likely to prescribe pain medication to black patients than white patients.
- When they are prescribed pain medication, it is often at a lower dosage.

Maternal Mortality

American women die in childbirth at a higher rate than in any other developed country, while non-Hispanic Black women are more than 3 times more likely to have a maternal death than white women in the United States.- American Diabetes Association

- Pregnant women face discrimination from healthcare providers on the basis of their ethnicity and socioeconomic background.



"Of all the forms of inequality, injustice in healthcare is the most shocking and inhumane."
~Martin Luther King, Jr.

Medical Mistrust in Communities of Color

- Tuskegee Syphilis Study: Untreated Syphilis Experiment
- Henrietta Lacks– HeLa cells
- The Eugenics Board of North Carolina– Sterilization
- Dr. James Marion Sims-- “Father of OB GYN”

"It is far more important to know what sort of person has a disease, than to know what sort of disease a person has."

Hippocrates

Hispanic/Latino Americans

- According to the 2017 U.S. Census Bureau population estimate, there are 58.8 million Hispanics living in the United States.
- Hispanics have the highest uninsured rates of any racial or ethnic group within the United States.
- Health disparities in Hispanics include heart disease, cancer, unintentional injuries (accidents), stroke, and diabetes.
- Some other health conditions and risk factors that significantly affect Hispanics are asthma, chronic obstructive pulmonary disease, HIV/AIDS, obesity, suicide, and liver disease.

African Americans

- In July 2017, 41.4 million people in the United States were black alone, which represents 12.7 percent of the total population.
- African Americans are the second largest minority population, following the Hispanic/Latino population.
- The death rate for African Americans is generally higher than whites for heart diseases, stroke, cancer, asthma, influenza and pneumonia, diabetes, HIV/AIDS, and homicide.

American Indians/Alaskan Natives

- As of 2019, there were an estimated 5.7 million people who were classified as American Indian and Alaska Native alone or in combination with one or more other races.
- This racial group comprises 1.7 percent of the total U.S. population.
- Some of the leading diseases and causes of death are heart disease, cancer, unintentional injuries (accidents), diabetes, and stroke.
- AI/AN also have a high prevalence and risk factors for mental health and suicide, unintentional injuries, obesity, substance use, sudden infant death syndrome, teenage pregnancy, diabetes, liver disease, hepatitis and tuberculosis.

Asian Americans

- According to the 2019 Census Bureau population estimate, there are 18.9 million Asian Americans, alone, living in the United States. Asian Americans account for 5.7 percent of the nation's population.
- Asian Americans contend with numerous factors which may threaten their health. Some negative factors are infrequent medical visits, language and cultural barriers, and lack of health insurance.
- Most at risk for cancer, heart disease, stroke, unintentional injuries (accidents), and diabetes.
- A high prevalence of the following conditions and risk factors: chronic obstructive pulmonary disease, hepatitis B, HIV/AIDS, smoking, tuberculosis, and liver disease.

Native Hawaiians/Pacific Islanders

- According to the 2019 U.S. Census Bureau estimate, there are roughly 1.4 million Native Hawaiians/Pacific Islanders alone or in combination with one of more races who reside within the United States.
- This group represents about 0.4 percent of the U.S. population.
- In comparison to other ethnic groups, Native Hawaiians/ Pacific Islanders have higher rates of smoking, alcohol consumption, and obesity. They also has less access to cancer prevention and control programs.

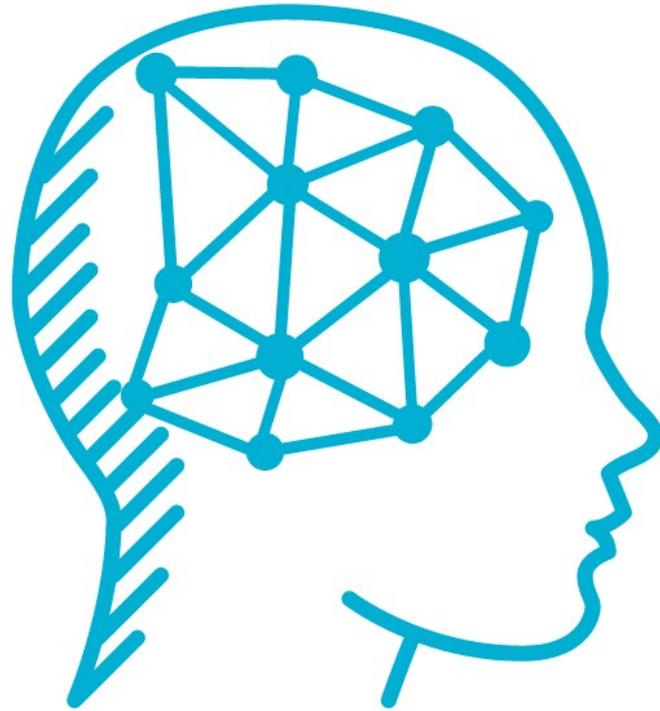
Equality, Equity & Justice in Action





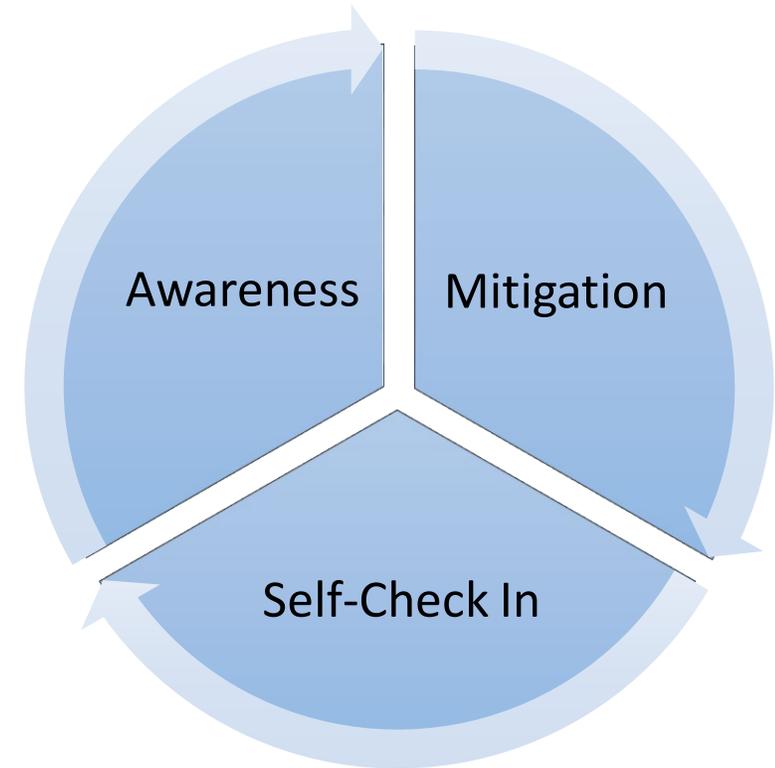
Bias Reducing Strategies and Practices

BIAS?



Simple Strategies Individuals Can Implement

- Awareness
- Introspection
- Individuating
- Perspective-Taking
- Patient Centered Communication



Cultural Competency Training

- Cultural competence training for health care professionals focuses on skills and knowledge that value diversity, understand and respond to cultural differences, and increase awareness of providers' and care organizations' cultural norms.
- Why does this matter? Proper training regarding specific populations and cultures can lead to better patient outcomes.

Culture Competency Training Includes Bias and Anti-Racism Courses

- Bias training can help providers acknowledge their own unconscious bias.
- It should include education that is grounded in the dangers of discrimination.
- Recognize the racial landscape is changing for the patient population.

Data Collection & Use

- Collecting data on race and other indicators of social position can be used to self-assess, monitor and evaluate the effectiveness of the organization's strategies for eradicating inequities in care.



Patient and Employee Listening Tours



Workforce Diversity & Pipeline Efforts



Policymaking & Legislative Actions

- SB 464 California Dignity in Pregnancy and Childbirth Act—October 2019
- Michigan Coronavirus Task Force on Racial Disparities— July 2020
- Illinois Association of Medicaid Health Plans—HB 5522
- CDC & AMA— Released Position Statements



American
Medical
Association



Centers for
Disease
Control and ...

What does “quality care” look like?



Key Takeaways



- Bias is a patient care issue—approach it a such.
- You have to look at this issue with a racial equity lens.
- By tailoring services to an individual's culture and language preference, health professionals can help bring about positive health outcomes for diverse populations.



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Any Questions?

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