

# UCSF Department of Anesthesia

## Unconscious Bias Workshop

### *Learner's Guide*

Session Dates:

Session Duration: 2hrs

Faculty: Small group facilitators

Format: 2-hour group session with small breakout groups

### **Session Overview:**

In this 2-hour session, learners will be presented current data on unconscious bias seen within residency programs and perform self-reflective small group exercises.

### **Curriculum Objectives**

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

1. Explain two key differences between bias and unconscious bias by providing at least one example of each.
2. Assess one's own unconscious biases in relation to the workshop exercises in a small group discussion.
3. Explain two reasons for reducing bias in a safe and nonthreatening space.
4. Identify three ways to apply concepts around unconscious bias to be intentional in the clinical environment.
5. Model three ways to successfully interact with socially dissimilar colleagues and patients.

### **Pre-Session Preparation**

#### **Required reading prior to workshop:**

- Morin, Rich. 2015. "Exploring Racial Bias Among Biracial and Single-Race Adults: The IAT." Pew Research Center, Washington, D.C.: August 19, 2015.
- Burgess et al. Reducing racial bias among health care providers: lessons from social-cognitive psychology. *Society of General Internal Medicine*. 2007; 22:882-887.
- 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.