

UCSF Department of Anesthesia

Unconscious Bias Workshop

Faculty Facilitator's Guide

Session Dates:

Session Time: 2hrs

Faculty: Small group facilitators from

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 more intentional in the clinical environment.
- 5) Model three ways to successfully interact with socially dissimilar colleagues and patients.

Session Outline

Duration	Topic	Who
10 min	Introduction of Large Group / Goals and Objectives	Facilitator and Learners
10 min	Introduction within Small Group: Name one thing you are hoping to get from this workshop	Small Group of 5 learners + 1 facilitator
20 min	Whom To Leave Behind Exercise	Small Group of 5 learners + 1 facilitator
2 min	Large Group Debrief	Facilitator and Learners
10 min	Implicit Bias Test	Learners
13 min	Small Group Debrief	Small Group of 5 learners + 1 facilitator
2 min	Large Group Debrief	Facilitator and Learners

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8 min	Break	
10 min	Bias vs. Unconscious Bias Lecture (Data)	Facilitator and Learners
15 min	How Diverse Is Your Universe? Exercise	Small Group of 5 learners + 1 facilitator
2 min	Large Group Debrief	Facilitator and Learners
7 min	Stereotype Lecture	Facilitator and Learners
5 min	Online Post-curriculum Survey	Learners
5 min	Wrap Up: Share ideas for Diversity Curriculum	Facilitator and Learners

Pre-Session Preparation

Recommended 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. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2219763/#>

Prior to this session facilitators should:

- Review the [Whom To Leave Behind](#) Exercise
- Take the Implicit Association Test: <https://implicit.harvard.edu/implicit/takeatest.html>

Unconscious Bias Session

- Intro in a large group setting (**10 minutes**)
- Review goals and objectives and house rules as a large group
- Intro in a small group setting (**10 minutes**)
 - Name one thing you are hoping to get from this workshop
 - Name
 - Pronoun
 - Department that you are from
 -
- Whom to Leave Behind Exercise (**20 minutes**)
 - Small Group Instructions
 - As a small group facilitator, instruct the learners that they have 10 minutes to deliberate and unanimously agree on which 8 people to save after reading the instructions by ranking each individual.

- By no later than 8:30am, please start debriefing as a small group.
- Possible debrief questions:
 - *Who assumed the accountant was male?*
 - *Who assumed the militant African-American student was male?*
 - *Who assumed the famous novelist was male?*
 - *Who assumed the racist armed police officer was male?*
 - *Who assumed the 60-year-old Jewish university administrator was male?*
- Large Group Debrief (**2 minutes**)
- Harvard Implicit Bias Test (<https://implicit.harvard.edu/implicit/takeatest.html>)
 - Learners to complete this test in **10 minutes**; *For the sake of time please focus on the questions below, not IAT validity or structure*
 - Small Group Debrief Questions (**13 minutes**)
 - *What surprised you about your results?*
 - *What feelings did you notice bubbling up?*
 - *How does unconscious bias manifest in your educational training? In your workplace?*
 - *How does structural racism manifest in your educational training? In your workplace?*
 - Large Group Debrief (**2 minutes**)
- Bias versus Unconscious Bias lecture by large group facilitator (**10 minutes**)
- Exercise on How Diverse Is Your Universe? (**10 minutes**)
 - Note: This section uses a weblink to Poll EV. The host will post the link in the group chat during the presentation (<https://pollev.com/odinakachukw765>)
 - As a large group, the following poll questions will be asked toward the group.
 - *Who was the last guest invited to your house for dinner?*
 - *Who was the last person you went out with socially?*
 - *Who makes up the majority of residents in your entire program?*
 - *Who is your closest friend?*
 - *Who made up the majority of people in your childhood community?*
 - As a small group, the following debriefing questions will be asked by the assigned facilitator.
 - *Did you ever stop to think how often you communicate with people outside of your group?*
 - *Did you consider yourself to be someone who often interacted with others? Do you still?*
 - *What did your visual representation show you?*
 - *If you have little to no interaction with people outside of your group, how does that affect your ability to deliver care to a diverse group of patients?*
 - *If you have little to no exposures to others, do you think you should make an effort to be more involved? If so how?*
 - *What are three ways to successfully interact with socially dissimilar colleagues and patients?*

- Any other questions or comments?
 - Large group debrief (**5 minutes**)
- Stereotype Lecture by large group facilitator (**7 minutes**)
- Post-curriculum Survey (**5 min**)
- https://ucsf.co1.qualtrics.com/jfe/form/SV_1YyYROPftXXYUkK
- Wrap Up: In one word, how would you describe this workshop?
https://PollEv.com/free_text_polls/GoxSaH834LAeEoNxq35um/respond