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

<table>
<thead>
<tr>
<th>Duration</th>
<th>Topic</th>
<th>Who</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 min</td>
<td>Introduction of Large Group / Goals and Objectives</td>
<td>Facilitator and Learners</td>
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<tr>
<td>10 min</td>
<td>Introduction within Small Group: Name one thing you are hoping to get from this workshop</td>
<td>Small Group of 5 learners + 1 facilitator</td>
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<tr>
<td>20 min</td>
<td>Whom To Leave Behind Exercise</td>
<td>Small Group of 5 learners + 1 facilitator</td>
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<tr>
<td>2 min</td>
<td>Large Group Debrief</td>
<td>Facilitator and Learners</td>
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<tr>
<td>10 min</td>
<td>Implicit Bias Test</td>
<td>Learners</td>
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<tr>
<td>13 min</td>
<td>Small Group Debrief</td>
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Session Authors: Odinakachukwu Ehie, MD, LaMisha Hill, PhD, Rebecca Chen, BS, and Janette Tang, BS, MS.
Pre-Session Preparation

Recommended reading prior to workshop:


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](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](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?
  o 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/GoxSaH834LaEoNxq35um/respond