

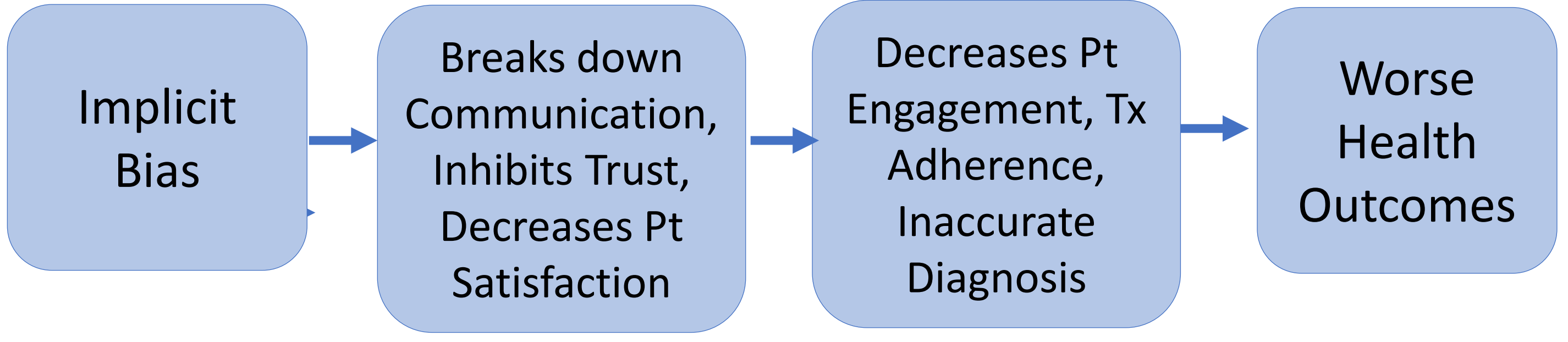
Increasing Ability of Clinicians to Act Equitably Towards Black Patients through an Implicit Bias Educational Intervention

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Background



- Implicit bias manifestations: poor ratings of patient centered care, poor interpersonal interaction, lower shared decision making, dominant provider verbal communication
- Implicit bias associated with **diagnostic error**
- Influence of **implicit bias > explicit bias**
- Aggravates inequities for Black population
- Healthcare expenditures annually 2/2 disparity **\$306.3 billion**

- Provider level interventions**
- Behavior change strategies
 - Patient-centered communication interventions
 - Partnership-building strategies
 - **Implicit bias training**
 - Interventions that precede medical encounter

Purpose

- Translate, implement, evaluate outcomes of an evidence based, online, 5-part implicit bias educational intervention to determine if it increased interprofessional healthcare participants' knowledge of implicit bias and cultural humility.

Aims

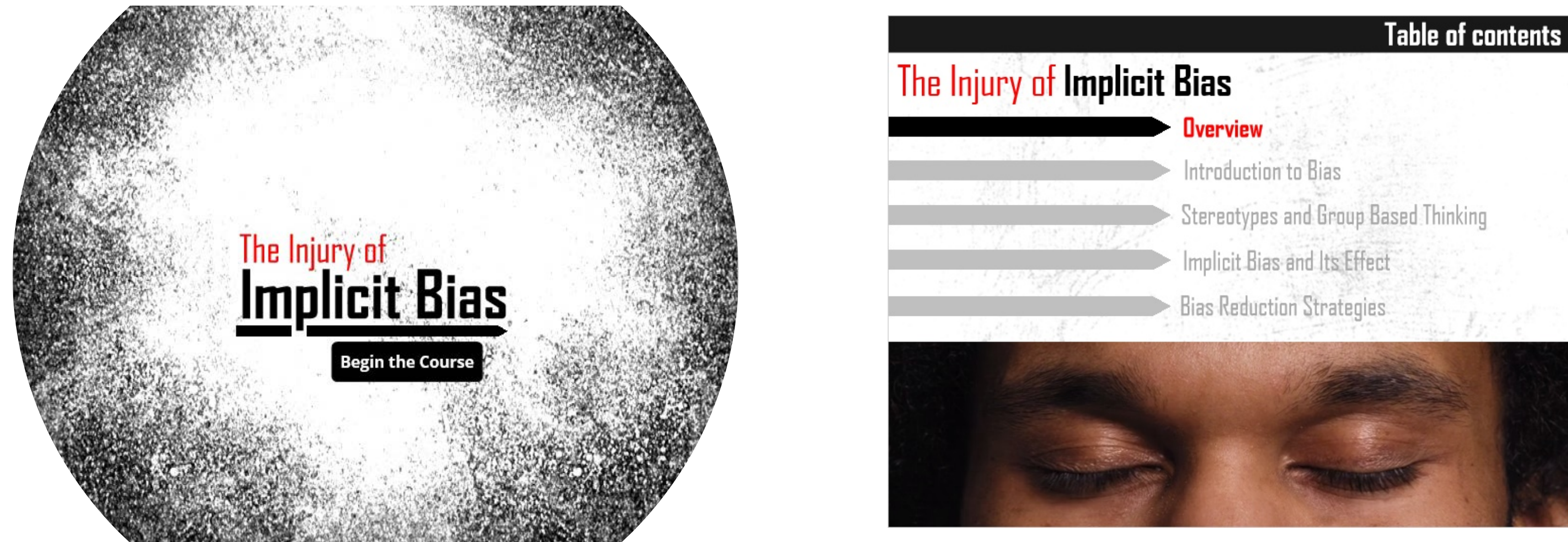
- **Aim 1:** Translate & deliver educational intervention to increase awareness of implicit bias, as measured by number of participants.
- **Aim 2:** Increase participant knowledge of implicit bias, as measured by change in pre/post test scores.
- **Aim 3:** Increase participant cultural humility, as measured by change in pre/post scale scores.

Methods

Design: Pre/post intervention design
Setting: Patient Safety Quality Department of a Midatlantic Teaching University Hospital
Sample Criteria: Interprofessional healthcare team
Measurement Tools:

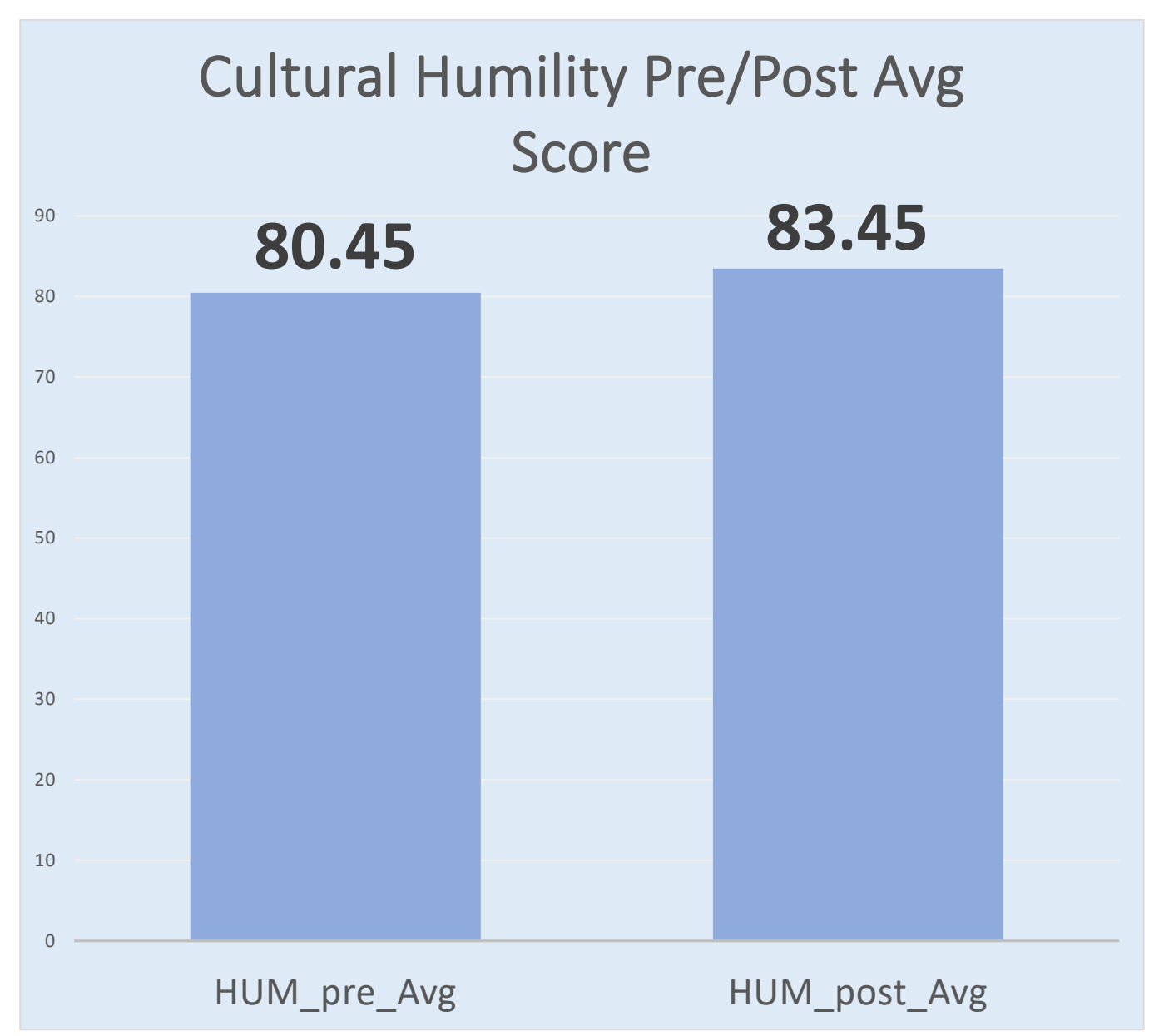
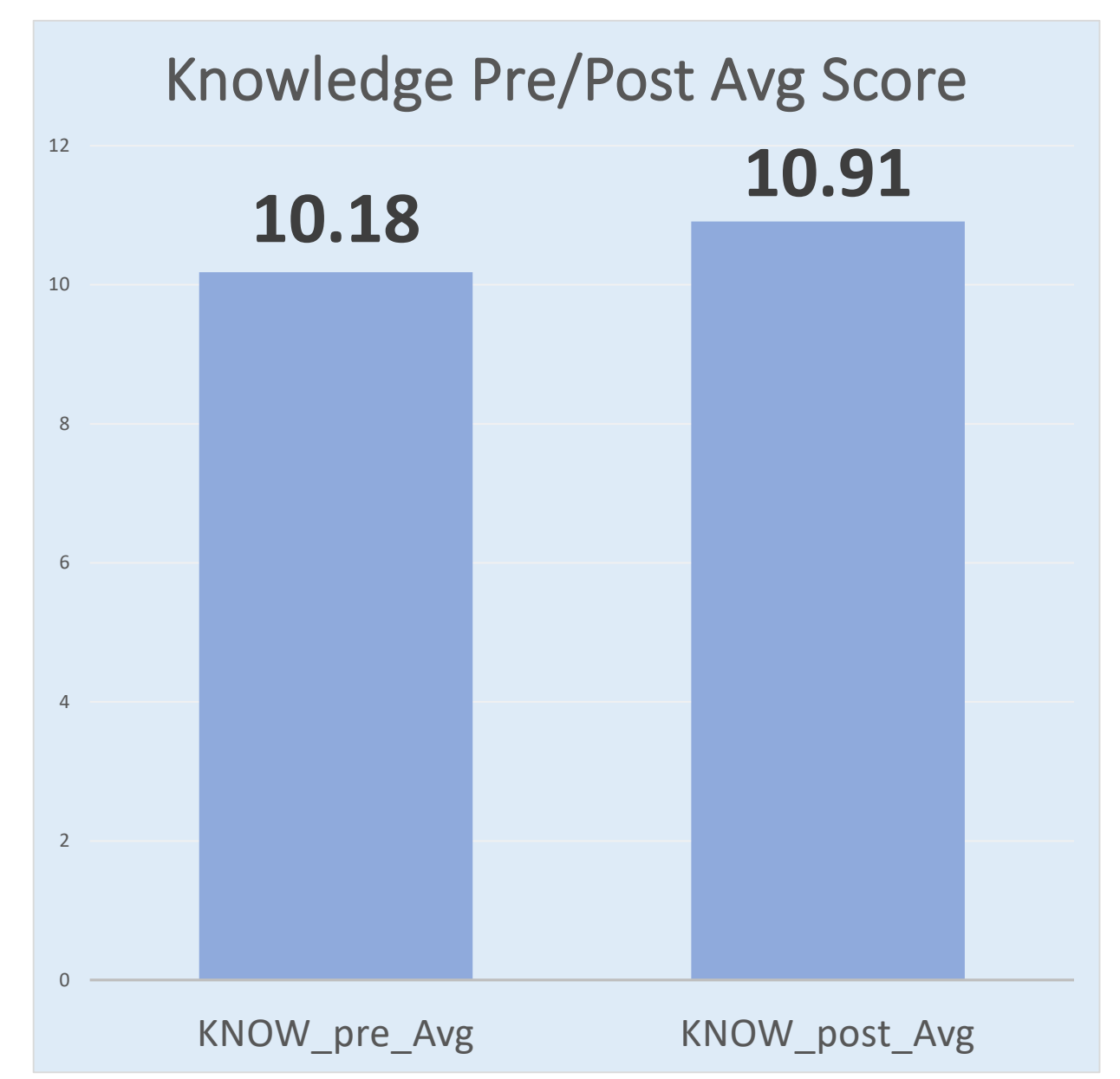
- Harrison-Bernard et al. (2020) Multiple Choice Test
- Foronda's Cultural Humility Assessment

Intervention: 1 hour online educational module



Results

- **Aim 1:** 21 total participants, 11 data points analyzed
- **Aim 2:** Pre-test 10 (IQR: 2), Post-test 11 (IQR: 2), Median 1-point improvement in knowledge of implicit bias (p-value, .033)
- **Aim 3:** Pre-test 80 (IQR: 10), Post-test 82 (IQR: 13), Median 2-point improvement in cultural humility (p-value, .028)



Implications for Practice

- Statistically **significant improvement** in knowledge and cultural humility can be achieved through implicit bias education with bias mitigating strategies
- **Online education** is an effective mode of delivery
- Health experts and students alike can significantly improve bias
- Targeting **influencing factors** of bias can indirectly decrease implicit bias
- Implementation of **national, institutional, and provider** level strategies
- Shape healthcare culture from maximizing revenue to **validating quality of care**
- Cultivate **cultures of learning:** commitment to conversation, transparency, direct observation of clinician behavior
- Develop precise **measures of implicit bias** that are validated & reliable
- Further research focused on **mediating factors** between implicit bias and patient outcomes

Dissemination & Sustainability

- Disseminate findings to key stakeholders at implementing organization
- Poster presentation at Hopkins Center for Health Disparities Solutions Symposium
- Manuscript prepared for publication in journals targeting practice change, public health, and health equity
- Education for faculty and students university wide at JHU and on nursing unit at academic medical center in Northeast
- Maryland Patient Safety Center use of education as part of health equity pilot study with healthcare providers in MD

References



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