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## Implicit Bias Mask: Pioneers and Physicians

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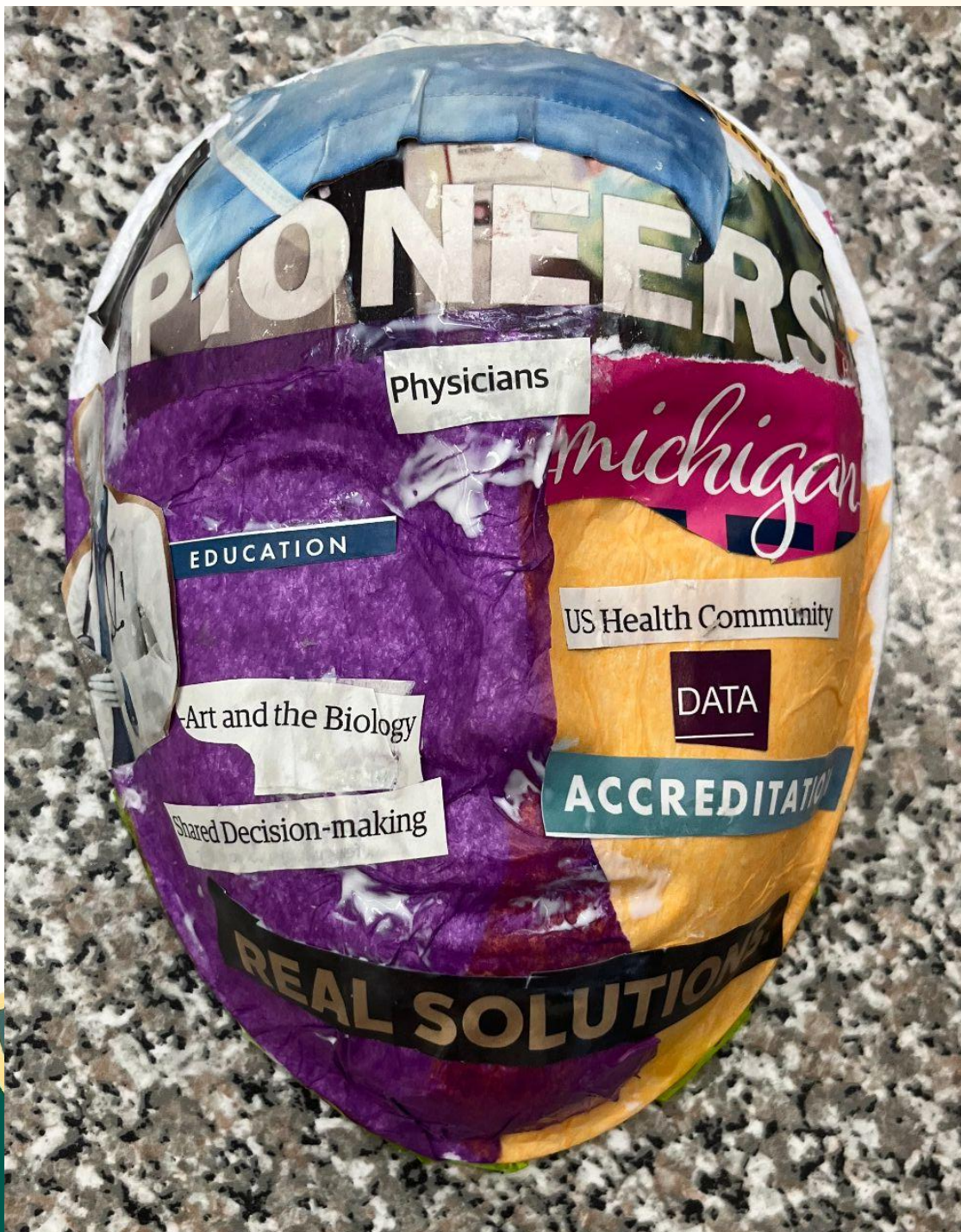
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# Pioneers and Physicians

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**Learning Community:** Blue 3





# Outside of the Mask

- Physicians who look for concrete solutions to resolve patient concerns/questions
- Collaboration amongst all those who impact patient health to progress a patient from disease to health
- Exploring how we and others view the role of the physician at the surface level



# Inside of the Mask

- Our professional identity formation is reliant on the help and guidance of others, notably peers, friends, and family and is not formulated as an independent experience.
- As physicians, we face a responsibility to act as resources to our community both within and outside the hospital.
- Presenting other aspects essential to our individual identities and overall health, such as physical activity and a nutritious diet.



# Conflicting Identities

- **Real Solution vs. Advice**

- On the inside of the mask, we have “advice” listed, and as future physicians, we are aware that our personal professional opinion can have drastic health implications. Yet, physicians are expected to provide real solutions that will have positive health benefits. Collectively, we felt these are critical components that are conflicting ideas in our mask.

- **Data vs. Perspective**

- Physicians need to incorporate data/the latest scientific findings into their practice, but they also carry with them a unique perspective and must attempt to understand the perspective of others



# Professional Identity Formation

- “PIF refers to an increasingly internalized, and therefore self-defined, set of core values and beliefs about professional responsibilities that can be accessed to guide behavior, even in highly complex settings.”<sup>1</sup>
- Advice: Coping with the stressors of medical school, requires that we rely on the insights of others to inform how we manage our workload
  - Others can provide solutions that we may not have come to on our own
- Support: Knowing that medical school is difficult, important to have a strong support system to help us when times are difficult
  - Family, friends, support groups
- Communication: As a medical student and future physician, professionalism is mandatory. Patients will be looking to us as professionals so it is necessary to act as such
  - Groomed well, white coat





# Implicit Biases and Article Connection

- Hidden attitudes and beliefs about race, ethnicity, age, ability, gender, geographic location, sexual identity, education, and physical appearance
- “...providers high in implicit bias were less supportive of and spent less time with their patients than providers low in implicit bias.”<sup>2</sup>
  - Tackling and being aware of implicit bias as a future physician is integral to achieve health care equality



# Sources

1. Kalet, Adina L. et al. “Professional Identity Formation in medical school: One measure reflects changes during pre-clerkship training.” MedEdPublish 7 (2018): n. pag.
2. DeAngelis, T. (2019, March). How does implicit bias by physicians affect patients' health care? Monitor on Psychology, 50(3).  
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