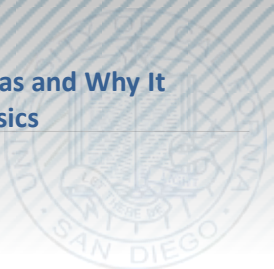


What Is Unconscious Bias and Why It Matters in Medical Physics

Laura I. Cervino, Ph.D., DABR
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Department of Radiation Medicine and Applied Sciences

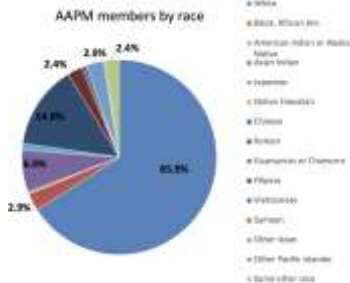


Why should we, as medical physicists, think about unconscious bias?

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AAPM membership by gender



Trainees

Trainee Type	2003 Women (%)	2010 Women (%)	2014 Women (%)
Student	32%	28.7%	29.4%
Resident	Not Available	31.4%	31.5%

- Higher percentage of trainees are female than in general membership but still not approaching 50%
- Not seeing a trend towards increased percentage of women

Courtesy of Jean Moran

Why should we, as medical physicists, think about unconscious bias?

- Diversity has been shown to enrich innovation, performance, well being and problem solving.
 - The AAPM board approved at the Spring meeting Equity, Diversity, and Inclusion as a strategic goal.
- Unconscious bias has been shown to adversely affect diversity

What is unconscious bias?

- Bias: prejudice against or in favor of something or someone
 - Conscious bias (explicit bias) - attitudes and beliefs we have about a person or group on a conscious level
 - Unconscious bias (implicit bias) - attitudes and beliefs we have about a person or group on a unconscious level



What is unconscious bias?

Conscious bias – easy to identify

Unconscious bias - more subtle impact on our actions; harder to recognize.



Harvard test:
<https://implicit.harvard.edu/implicit/>

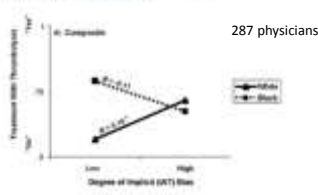


- Study with 238 subjects
- They were sent 1 of 4 possible CVs (male, female, male tenure, female tenure)
- Both men and women were more likely to vote to hire a male job applicant than a female job applicant with an identical resume

J Gen Intern Med. 2017 Aug;32(8):1221-1226. PMID: 28237910
Published online 2017 Apr 17. doi: 10.1093/gim.ckw088

Implicit Bias among Physicians and Its Prediction of Thrombolysis Decisions for Black and White Patients

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287 physicians

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Unconscious bias facts

- We all have unconscious biases
- Unconscious biases develop at an early age: emerge during middle childhood and develop across childhood (Dore, 2014).
- Unconscious biases affect our behavior (Dasgupta, 2004).
- Unconscious biases and the impact can be reduced (Dasgupta, 2013; Dasgupta & Greenwald, 2013).

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Panel Discussion

Discharging the Bias: Recognizing and Addressing Unconscious Bias in the Workplace



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Moderator– Laura Cerviño, PhD.

Associate Professor
UC San Diego
Chair of WPSC





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Co-moderator – Jean Moran, PhD., FAAPM

Professor
Co-Director of Medical Physics
University of Michigan Medical Center
Founder of the WPSC





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Panel – Maryellen Giger, PhD., FAAPM

Professor
Radiology/Medical Physics
University of Chicago

AAPM Coolidge Award



Cervino AAPM Annual Meeting 8/1/2018

Panel – Indrin Chetty, PhD., FAAPM

Professor
Head of Radiation Physics
Radiation Oncology
Henry Ford Health Systems



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Panel – Julianne Pollard-Larkin, Ph.D.

Assistant Professor
Radiation Physics
MD Anderson Cancer Center

Member of the WPSC and
Chair of the Diversity and
Inclusion SC



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Panel – Kristi Hendrickson, PhD.

Assistant Professor
Radiation Oncology
University of Washington

Member of WPSC





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Panel Discussion - Discharging the Bias: Recognizing and Addressing Unconscious Bias in the Workplace



Maryellen Giger



Julianne Pollard-Larkin



Indrin Chetty



Kristi Hendrickson



Jean Moran



Laura Cerviño



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