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

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

Moderator– Laura Cerviño, PhD.
Associate Professor
UC San Diego
Chair of WPSC

Co-moderator – Jean Moran, PhD., FAAPM
Professor
Co-Director of Medical Physics
University of Michigan Medical Center
Founder of the WPSC
Panel – Maryellen Giger, PhD., FAAPM

Professor
Radiology/Medical Physics
University of Chicago

AAPM Coolidge Award

Panel – Indrin Chetty, PhD., FAAPM

Professor
Head of Radiation Physics
Radiation Oncology
Henry Ford Health Systems

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
Panel – Kristi Hendrickson, PhD.

Assistant Professor
Radiation Oncology
University of Washington
Member of WPSC

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