

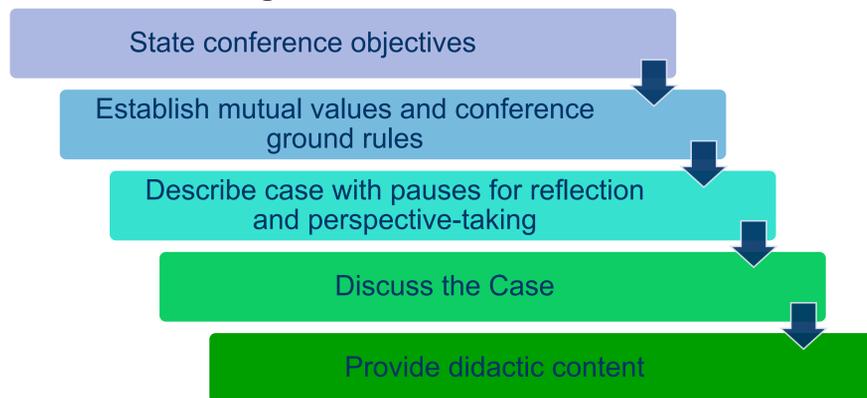
## Introduction

- HER provides a forum for review of cases in which patient outcome or satisfaction was impacted by implicit bias or social determinants of health
- Participants engage in self-reflection, perspective taking, and discussion to identify personal biases, structural inequalities, and strategies to deliver high-quality, equitable care

## Methods

- Pediatrics hosted HER as part of their Chair's Clinical Conference series, a monthly case-based didactic conference, which is open to all faculty, trainees, and staff within the department

Figure 1: Conference Format



- The first conference explored the role of implicit bias in delayed diagnosis of an abdominal mass in an obese Hispanic boy
- The second highlighted the impact of cultural mistrust on parent-provider communication and parental compliance contributing to failure to thrive in a premature African-American infant

## Results

Figure 2: Conference Generated Word Cloud in Response to the Case-Based Prompt Below:

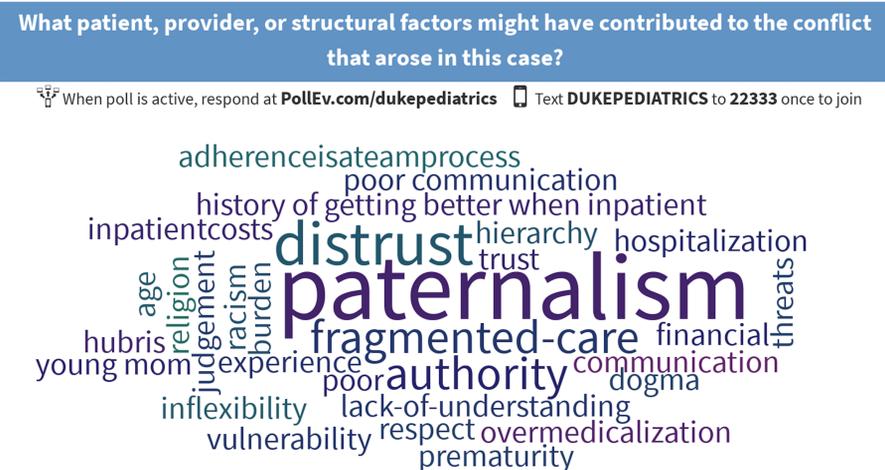
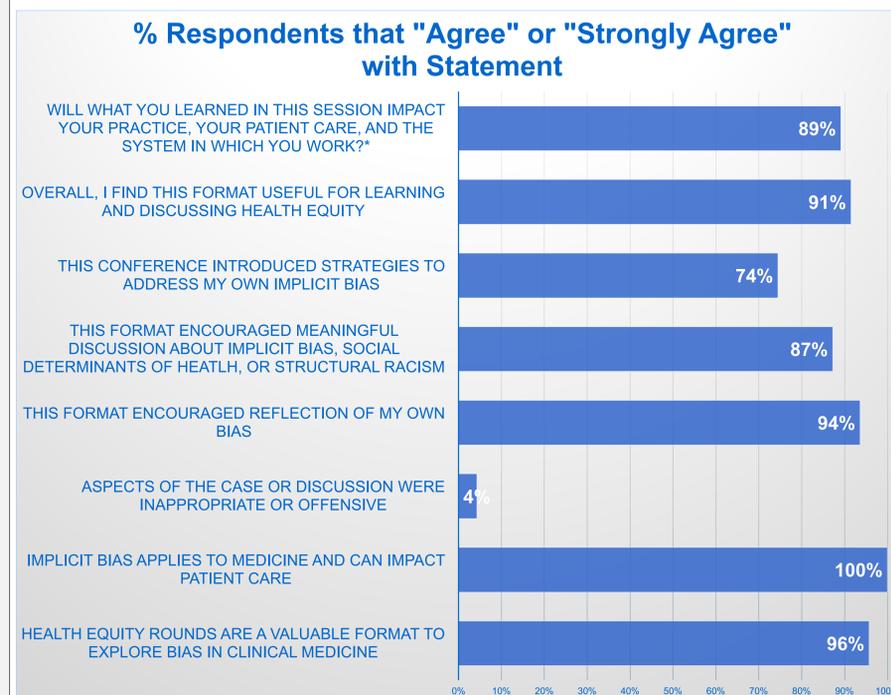


Table 1: Results of Conference Evaluation Survey (sessions 1 and 2 combined, n=47)



\* response was yes/unsure/no, graph represents the % that responded "yes"

## Results

- Two conferences have been held to date
- Approximately 90% said the conference would impact their practice, mostly by increasing awareness of personal bias
- Compared to other measures, fewer participants thought the conference introduced strategies to address implicit bias
- Future conferences can move from awareness to building tools to combat bias

## Conclusions

- HER is an innovative format to encourage reflection and identification of personal and system-level biases within real clinical encounters
- Combined with other initiatives, this conference can increase personal awareness of bias and delivery of equitable care

## Acknowledgements

- The concept for HER originated at Boston Children's Medical Center and was adapted with permission for use at our institution.
- Thank you to the Pediatric Office of Education, specifically Dr. Kammy McGann, for welcoming this format into the Chair's Clinical Conference schedule
- Thank you to Dr. Ann Reed for her support of this conference