

WEBVTT

NOTE duration:"00:58:26"

NOTE recognizability:0.866

NOTE language:en-us

NOTE Confidence: 0.3606443475

00:00:00.000 --> 00:00:03.680 Let's go. And we're being recorded, Sir.

NOTE Confidence: 0.3606443475

00:00:03.680 --> 00:00:07.090 Thank you, Dana. Thank you all for

NOTE Confidence: 0.3606443475

00:00:07.090 --> 00:00:10.640 joining us at this Friday noon time.

NOTE Confidence: 0.3606443475

00:00:10.640 --> 00:00:15.236 We recognize some some repeat participants,

NOTE Confidence: 0.3606443475

00:00:15.240 --> 00:00:17.870 which is heart warming and

NOTE Confidence: 0.3606443475

00:00:17.870 --> 00:00:20.140 wonderful and some new faces,

NOTE Confidence: 0.3606443475

00:00:20.140 --> 00:00:22.240 which is also lovely. Today,

NOTE Confidence: 0.3606443475

00:00:22.240 --> 00:00:25.120 we're presenting as part of the Yes series,

NOTE Confidence: 0.3606443475

00:00:25.120 --> 00:00:27.320 Yes with an exclamation point,

NOTE Confidence: 0.3606443475

00:00:27.320 --> 00:00:29.220 which is a Yes,

NOTE Confidence: 0.3606443475

00:00:29.220 --> 00:00:31.595 the Yale Medical Educator Series.

NOTE Confidence: 0.3606443475

00:00:31.600 --> 00:00:34.288 And this is a brainchild of my

NOTE Confidence: 0.3606443475

00:00:34.288 --> 00:00:36.424 partner in crime, Dana and I,

NOTE Confidence: 0.3606443475

00:00:36.424 --> 00:00:38.720 and this is this is the first  
NOTE Confidence: 0.3606443475

00:00:38.800 --> 00:00:40.876 year that we have done it.  
NOTE Confidence: 0.3606443475

00:00:40.880 --> 00:00:45.480 So we are really eager to know what works,  
NOTE Confidence: 0.3606443475

00:00:45.480 --> 00:00:46.440 what you want more of,  
NOTE Confidence: 0.3606443475

00:00:46.440 --> 00:00:49.680 what you want less of as we optimize it.  
NOTE Confidence: 0.3606443475

00:00:49.680 --> 00:00:51.440 The Yes series is loosely  
NOTE Confidence: 0.3606443475

00:00:51.440 --> 00:00:53.200 divided into 3 topical areas.  
NOTE Confidence: 0.3606443475

00:00:53.200 --> 00:00:54.946 One is preclinical,  
NOTE Confidence: 0.3606443475

00:00:54.946 --> 00:00:57.932 one is clinical bedside and the  
NOTE Confidence: 0.3606443475

00:00:57.932 --> 00:00:59.576 other is more scholarly, academic.  
NOTE Confidence: 0.3606443475

00:00:59.576 --> 00:01:02.600 But all of them have two things in common.  
NOTE Confidence: 0.3606443475

00:01:02.600 --> 00:01:04.640 One, they're meant to be very,  
NOTE Confidence: 0.3606443475

00:01:04.640 --> 00:01:07.760 very practical, very, very practical.  
NOTE Confidence: 0.3606443475

00:01:07.760 --> 00:01:09.045 And what's the second thing  
NOTE Confidence: 0.3606443475

00:01:09.045 --> 00:01:10.073 they have in common?  
NOTE Confidence: 0.3606443475

00:01:10.080 --> 00:01:10.971 I don't know.

NOTE Confidence: 0.3606443475

00:01:10.971 --> 00:01:11.268 They're,

NOTE Confidence: 0.3606443475

00:01:11.268 --> 00:01:13.440 they're fun and we have wonderful speakers

NOTE Confidence: 0.3606443475

00:01:13.440 --> 00:01:15.582 and today is certainly no exception

NOTE Confidence: 0.3606443475

00:01:15.582 --> 00:01:17.637 because backed by popular demand.

NOTE Confidence: 0.3606443475

00:01:17.640 --> 00:01:18.296 Dana Dunn,

NOTE Confidence: 0.3606443475

00:01:18.296 --> 00:01:20.920 please tell us who is our speaker today.

NOTE Confidence: 0.3606443475

00:01:20.920 --> 00:01:23.120 Yes, happy to see everybody

NOTE Confidence: 0.3606443475

00:01:23.120 --> 00:01:25.028 backed by popular demand.

NOTE Confidence: 0.3606443475

00:01:25.028 --> 00:01:29.120 I'm so excited to see on screen my

NOTE Confidence: 0.3606443475

00:01:29.120 --> 00:01:31.920 friend and expert educator Katie

NOTE Confidence: 0.3606443475

00:01:31.920 --> 00:01:34.778 Gillison who was here after going to

NOTE Confidence: 0.3606443475

00:01:34.778 --> 00:01:37.199 Med school at University of Chicago.

NOTE Confidence: 0.3606443475

00:01:37.200 --> 00:01:39.984 She was here as a Med PEDs resident

NOTE Confidence: 0.3606443475

00:01:39.984 --> 00:01:43.958 and then did a two year general

NOTE Confidence: 0.3606443475

00:01:43.958 --> 00:01:45.502 medicine fellowship with Donna

NOTE Confidence: 0.3606443475

00:01:45.502 --> 00:01:47.679 Windish during which time she was  
NOTE Confidence: 0.3606443475

00:01:47.679 --> 00:01:49.274 enrolled in the Master's program  
NOTE Confidence: 0.3606443475

00:01:49.280 --> 00:01:51.104 at the NOW Center for Medical  
NOTE Confidence: 0.3606443475

00:01:51.104 --> 00:01:53.254 Education and got her master's and  
NOTE Confidence: 0.3606443475

00:01:53.254 --> 00:01:56.056 is real expert and shooting Uprising  
NOTE Confidence: 0.3606443475

00:01:56.056 --> 00:01:59.037 star in the world of assessment.  
NOTE Confidence: 0.3606443475

00:01:59.040 --> 00:02:01.695 We were happy for her but sad for us  
NOTE Confidence: 0.3606443475

00:02:01.695 --> 00:02:04.226 when she got scooted away when she  
NOTE Confidence: 0.3606443475

00:02:04.226 --> 00:02:06.884 got the the position as the inaugural  
NOTE Confidence: 0.3606443475

00:02:06.884 --> 00:02:09.551 program director for a new Meds PEDs  
NOTE Confidence: 0.3606443475

00:02:09.560 --> 00:02:11.560 program that has been approved,  
NOTE Confidence: 0.3606443475

00:02:11.560 --> 00:02:13.555 that she's going to head up as  
NOTE Confidence: 0.3606443475

00:02:13.555 --> 00:02:15.600 the new program director at Emory.  
NOTE Confidence: 0.3606443475

00:02:15.600 --> 00:02:16.896 But thanks to Zoom,  
NOTE Confidence: 0.3606443475

00:02:16.896 --> 00:02:18.516 it's like she never left,  
NOTE Confidence: 0.3606443475

00:02:18.520 --> 00:02:20.494 except she's got kind of a plant

NOTE Confidence: 0.3606443475

00:02:20.494 --> 00:02:22.425 that looks like it thrives at

NOTE Confidence: 0.3606443475

00:02:22.425 --> 00:02:24.120 warmer climbs in the background.

NOTE Confidence: 0.3606443475

00:02:24.120 --> 00:02:25.800 So she's going to talk to us

NOTE Confidence: 0.3606443475

00:02:25.800 --> 00:02:27.200 about bias and assessment.

NOTE Confidence: 0.3606443475

00:02:27.200 --> 00:02:27.712 So Katie,

NOTE Confidence: 0.3606443475

00:02:27.712 --> 00:02:28.480 take it away.

NOTE Confidence: 0.93390645875

00:02:29.360 --> 00:02:32.185 Thanks Dana. It's really exciting

NOTE Confidence: 0.93390645875

00:02:32.185 --> 00:02:35.432 to see some familiar faces,

NOTE Confidence: 0.93390645875

00:02:35.432 --> 00:02:37.760 some familiar names.

NOTE Confidence: 0.93390645875

00:02:37.760 --> 00:02:39.552 I feel like I've never really left

NOTE Confidence: 0.93390645875

00:02:39.552 --> 00:02:40.878 Yale because I'm still involved

NOTE Confidence: 0.93390645875

00:02:40.878 --> 00:02:42.635 in a number of things at Yale.

NOTE Confidence: 0.93390645875

00:02:42.640 --> 00:02:46.080 I still edit the Yale office based medicine.

NOTE Confidence: 0.93390645875

00:02:46.080 --> 00:02:48.152 I'm excited to talk with you guys

NOTE Confidence: 0.93390645875

00:02:48.152 --> 00:02:50.554 about a a factor of assessment that

NOTE Confidence: 0.93390645875

00:02:50.554 --> 00:02:53.525 I think has been getting a lot more  
NOTE Confidence: 0.93390645875

00:02:53.525 --> 00:02:55.743 attention in recent years and I'd  
NOTE Confidence: 0.93390645875

00:02:55.743 --> 00:02:57.458 be excited to hear perspectives  
NOTE Confidence: 0.93390645875

00:02:57.458 --> 00:02:59.600 and thoughts as we go through.  
NOTE Confidence: 0.93390645875

00:02:59.600 --> 00:03:01.118 I did this session last year,  
NOTE Confidence: 0.93390645875

00:03:01.120 --> 00:03:03.640 but I'm really open to feedback and  
NOTE Confidence: 0.93390645875

00:03:03.640 --> 00:03:05.584 you know helping this session to  
NOTE Confidence: 0.93390645875

00:03:05.584 --> 00:03:07.960 grow and change as as time goes on.  
NOTE Confidence: 0.93390645875

00:03:07.960 --> 00:03:10.165 Mostly today we're going to be sort  
NOTE Confidence: 0.93390645875

00:03:10.165 --> 00:03:12.655 of just having some thought experience  
NOTE Confidence: 0.93390645875

00:03:12.655 --> 00:03:15.235 experiments and just being a little bit  
NOTE Confidence: 0.93390645875

00:03:15.235 --> 00:03:17.240 more actively conscious of the bias  
NOTE Confidence: 0.93390645875

00:03:17.240 --> 00:03:19.316 that exists in the assessment space.  
NOTE Confidence: 0.93390645875

00:03:19.320 --> 00:03:21.606 And my hope is that I can offer some  
NOTE Confidence: 0.93390645875

00:03:21.606 --> 00:03:23.869 new insights and some new food for  
NOTE Confidence: 0.93390645875

00:03:23.869 --> 00:03:26.218 thought for those of you who work

NOTE Confidence: 0.93390645875

00:03:26.218 --> 00:03:29.412 with learners or who are in charge of

NOTE Confidence: 0.93390645875

00:03:29.412 --> 00:03:32.160 assessment in whatever space you work in.

NOTE Confidence: 0.93390645875

00:03:32.160 --> 00:03:34.744 So one of the things I'll just alert

NOTE Confidence: 0.93390645875

00:03:34.744 --> 00:03:37.359 you to just to be aware of is later

NOTE Confidence: 0.93390645875

00:03:37.359 --> 00:03:39.271 in the session I'm going to be asking

NOTE Confidence: 0.93390645875

00:03:39.271 --> 00:03:41.032 you to pull up an evaluation that

NOTE Confidence: 0.93390645875

00:03:41.032 --> 00:03:42.680 you've done in the recent past.

NOTE Confidence: 0.93390645875

00:03:42.680 --> 00:03:44.198 So that could be in Med,

NOTE Confidence: 0.93390645875

00:03:44.200 --> 00:03:46.035 hub or whatever interface that

NOTE Confidence: 0.93390645875

00:03:46.035 --> 00:03:48.560 you currently use as an educator.

NOTE Confidence: 0.93390645875

00:03:48.560 --> 00:03:50.443 But ideally it should be a written

NOTE Confidence: 0.93390645875

00:03:50.443 --> 00:03:52.269 assessment of a learner that you

NOTE Confidence: 0.93390645875

00:03:52.269 --> 00:03:53.235 work with directly.

NOTE Confidence: 0.9587989

00:03:55.440 --> 00:03:58.680 So let's start with a bit of a Riddle,

NOTE Confidence: 0.9587989

00:03:58.680 --> 00:04:00.965 just to start to start

NOTE Confidence: 0.9587989

00:04:00.965 --> 00:04:02.793 thinking about these themes.  
NOTE Confidence: 0.9587989

00:04:02.800 --> 00:04:06.002 So the Riddle is a father and son are in a  
NOTE Confidence: 0.9587989

00:04:06.002 --> 00:04:08.599 horrible car crash that kills the father.  
NOTE Confidence: 0.9587989

00:04:08.600 --> 00:04:10.784 The son is rushed to the hospital and  
NOTE Confidence: 0.9587989

00:04:10.784 --> 00:04:13.397 just as he's about to go under the knife,  
NOTE Confidence: 0.9587989

00:04:13.400 --> 00:04:16.280 the surgeon says I can't operate.  
NOTE Confidence: 0.9587989

00:04:16.280 --> 00:04:18.360 This boy is my son.  
NOTE Confidence: 0.9587989

00:04:18.360 --> 00:04:22.400 Explain So you can pop in the chat.  
NOTE Confidence: 0.9587989

00:04:22.400 --> 00:04:24.638 Why? How? How could this be?  
NOTE Confidence: 0.920305605

00:04:36.320 --> 00:04:38.798 Joseph has seen this Riddle before.  
NOTE Confidence: 0.920305605

00:04:38.800 --> 00:04:41.128 OK, yes, we I think this is a  
NOTE Confidence: 0.920305605

00:04:41.128 --> 00:04:43.239 common one that we see come up.  
NOTE Confidence: 0.920305605

00:04:43.240 --> 00:04:45.268 When they first did a study  
NOTE Confidence: 0.920305605

00:04:45.268 --> 00:04:47.360 on this in college students,  
NOTE Confidence: 0.920305605

00:04:47.360 --> 00:04:49.880 only 14% of the students guessed  
NOTE Confidence: 0.920305605

00:04:49.880 --> 00:04:52.279 that the surgeon was the mom.



NOTE Confidence: 0.920305605

00:04:52.280 --> 00:04:54.056 Other guesses that came up was

NOTE Confidence: 0.920305605

00:04:54.056 --> 00:04:56.178 that the father who died in the

NOTE Confidence: 0.920305605

00:04:56.178 --> 00:04:57.918 car crash was actually a priest,

NOTE Confidence: 0.920305605

00:04:57.920 --> 00:04:59.600 or maybe it was a same sex couple.

NOTE Confidence: 0.920305605

00:04:59.600 --> 00:05:00.958 There was a a number of things,

NOTE Confidence: 0.920305605

00:05:00.960 --> 00:05:03.940 but very few people statistically

NOTE Confidence: 0.920305605

00:05:03.940 --> 00:05:05.728 speaking actually guessed

NOTE Confidence: 0.920305605

00:05:05.728 --> 00:05:08.759 that the surgeon was a woman,

NOTE Confidence: 0.920305605

00:05:08.760 --> 00:05:12.536 which I think just exemplifies just

NOTE Confidence: 0.920305605

00:05:12.536 --> 00:05:15.480 straightforward bias that often

NOTE Confidence: 0.920305605

00:05:15.480 --> 00:05:17.489 for myself as a woman in medicine

NOTE Confidence: 0.920305605

00:05:17.489 --> 00:05:18.720 have encountered many times.

NOTE Confidence: 0.920305605

00:05:18.720 --> 00:05:21.424 I've often been assumed to be a resident

NOTE Confidence: 0.920305605

00:05:21.424 --> 00:05:24.035 or often been assumed to be a nurse,

NOTE Confidence: 0.920305605

00:05:24.040 --> 00:05:25.240 even after I introduced

NOTE Confidence: 0.920305605

00:05:25.240 --> 00:05:26.440 myself as a physician.  
NOTE Confidence: 0.920305605

00:05:26.440 --> 00:05:29.079 So this is something that we see  
NOTE Confidence: 0.920305605

00:05:29.079 --> 00:05:31.261 in our everyday practice today.  
NOTE Confidence: 0.920305605

00:05:31.261 --> 00:05:32.284 For the session,  
NOTE Confidence: 0.920305605

00:05:32.284 --> 00:05:34.773 I would like to just talk about  
NOTE Confidence: 0.920305605

00:05:34.773 --> 00:05:37.356 the impact of bias on learners and  
NOTE Confidence: 0.920305605

00:05:37.356 --> 00:05:39.586 also systems and how that impacts  
NOTE Confidence: 0.920305605

00:05:39.586 --> 00:05:41.716 our learners in the long term.  
NOTE Confidence: 0.920305605

00:05:41.720 --> 00:05:43.188 Identify some different sources  
NOTE Confidence: 0.920305605

00:05:43.188 --> 00:05:45.801 and types of bias that we often  
NOTE Confidence: 0.920305605

00:05:45.801 --> 00:05:47.516 see in the learning space.  
NOTE Confidence: 0.920305605

00:05:47.520 --> 00:05:48.381 And I want,  
NOTE Confidence: 0.920305605

00:05:48.381 --> 00:05:50.390 I hope and and expect that this  
NOTE Confidence: 0.920305605

00:05:50.461 --> 00:05:52.423 session will allow you to reflect  
NOTE Confidence: 0.920305605

00:05:52.423 --> 00:05:54.964 a little bit on your own practice  
NOTE Confidence: 0.920305605

00:05:54.964 --> 00:05:57.286 of assessing learners and how bias

NOTE Confidence: 0.920305605

00:05:57.286 --> 00:06:02.240 could be entering into that practice.

NOTE Confidence: 0.920305605

00:06:02.240 --> 00:06:04.800 So what is unconscious bias?

NOTE Confidence: 0.920305605

00:06:04.800 --> 00:06:08.076 It is our natural people preferences.

NOTE Confidence: 0.920305605

00:06:08.080 --> 00:06:08.948 As humans,

NOTE Confidence: 0.920305605

00:06:08.948 --> 00:06:11.552 our brains are hard wired to

NOTE Confidence: 0.920305605

00:06:11.552 --> 00:06:14.279 categorize and group things together.

NOTE Confidence: 0.920305605

00:06:14.280 --> 00:06:16.600 It is an unconscious process.

NOTE Confidence: 0.920305605

00:06:16.600 --> 00:06:18.298 It just is an adaptive thing

NOTE Confidence: 0.920305605

00:06:18.298 --> 00:06:20.028 that our brain does because we

NOTE Confidence: 0.920305605

00:06:20.028 --> 00:06:22.115 have to process so many bits of

NOTE Confidence: 0.920305605

00:06:22.115 --> 00:06:23.359 information throughout the day.

NOTE Confidence: 0.920305605

00:06:23.360 --> 00:06:24.677 Sights, sounds, smells,

NOTE Confidence: 0.920305605

00:06:24.677 --> 00:06:25.116 thoughts,

NOTE Confidence: 0.920305605

00:06:25.116 --> 00:06:28.440 all the things that we combine together.

NOTE Confidence: 0.920305605

00:06:28.440 --> 00:06:30.995 Our brain is hard wired to bucket

NOTE Confidence: 0.920305605

00:06:30.995 --> 00:06:32.840 things together into categories  
NOTE Confidence: 0.920305605

00:06:32.840 --> 00:06:35.525 and those categories can often  
NOTE Confidence: 0.920305605

00:06:35.525 --> 00:06:37.673 introduce things of bias.  
NOTE Confidence: 0.920305605

00:06:37.680 --> 00:06:40.205 It is sort of our own predisposition  
NOTE Confidence: 0.920305605

00:06:40.205 --> 00:06:43.835 towards certain things that are familiar  
NOTE Confidence: 0.920305605

00:06:43.840 --> 00:06:46.480 that that our brain naturally does.  
NOTE Confidence: 0.920305605

00:06:46.480 --> 00:06:49.225 And this can impact us a lot and impacts  
NOTE Confidence: 0.920305605

00:06:49.225 --> 00:06:51.797 us as clinicians if we practice in  
NOTE Confidence: 0.920305605

00:06:51.800 --> 00:06:54.159 taking care of patients and it can  
NOTE Confidence: 0.920305605

00:06:54.159 --> 00:06:55.959 impact our perception of learners.  
NOTE Confidence: 0.920305605

00:06:55.960 --> 00:06:57.472 It can impact the way we  
NOTE Confidence: 0.920305605

00:06:57.472 --> 00:06:58.480 think of their knowledge,  
NOTE Confidence: 0.920305605

00:06:58.480 --> 00:06:59.576 their ability,  
NOTE Confidence: 0.920305605

00:06:59.576 --> 00:07:02.316 their readiness for independent practice.  
NOTE Confidence: 0.911719884615385

00:07:04.520 --> 00:07:07.157 I think this can be a hard thing for  
NOTE Confidence: 0.911719884615385

00:07:07.157 --> 00:07:11.028 to embrace because it it forces us to

NOTE Confidence: 0.911719884615385  
00:07:11.028 --> 00:07:13.756 actually recognize that there are things  
NOTE Confidence: 0.911719884615385  
00:07:13.756 --> 00:07:16.360 that we naturally do that are against  
NOTE Confidence: 0.911719884615385  
00:07:16.431 --> 00:07:19.119 what we think is perhaps morally right.  
NOTE Confidence: 0.911719884615385  
00:07:19.120 --> 00:07:21.466 And I think most of us have the assumption  
NOTE Confidence: 0.911719884615385  
00:07:21.466 --> 00:07:24.030 of ourselves that I'm fair, I'm unbiased.  
NOTE Confidence: 0.911719884615385  
00:07:24.030 --> 00:07:27.005 I really do try to treat all my trainees  
NOTE Confidence: 0.911719884615385  
00:07:27.005 --> 00:07:31.000 the same way, if at all possible.  
NOTE Confidence: 0.911719884615385  
00:07:31.000 --> 00:07:34.460 But part of that is that our brain sort of  
NOTE Confidence: 0.911719884615385  
00:07:34.542 --> 00:07:37.916 protects itself from the reality of bias.  
NOTE Confidence: 0.911719884615385  
00:07:37.920 --> 00:07:40.480 You know, what we think societally and what  
NOTE Confidence: 0.911719884615385  
00:07:40.480 --> 00:07:43.037 we think personally is morally correct.  
NOTE Confidence: 0.911719884615385  
00:07:43.040 --> 00:07:45.812 Our brain kind of refuses to recognize  
NOTE Confidence: 0.911719884615385  
00:07:45.812 --> 00:07:48.516 that belief that conflicts with what we  
NOTE Confidence: 0.911719884615385  
00:07:48.516 --> 00:07:52.012 think is good or right and society also  
NOTE Confidence: 0.911719884615385  
00:07:52.012 --> 00:07:55.960 what society thinks is good or right.  
NOTE Confidence: 0.911719884615385

00:07:55.960 --> 00:07:57.480 But like I mentioned before,  
NOTE Confidence: 0.911719884615385

00:07:57.480 --> 00:07:59.932 biases are just evolutionary  
NOTE Confidence: 0.911719884615385

00:07:59.932 --> 00:08:01.158 adaptive behaviors.  
NOTE Confidence: 0.911719884615385

00:08:01.160 --> 00:08:03.716 We make many, many conscious and  
NOTE Confidence: 0.911719884615385

00:08:03.716 --> 00:08:04.994 unconscious decisions daily.  
NOTE Confidence: 0.911719884615385

00:08:05.000 --> 00:08:06.760 I think for those of us who are  
NOTE Confidence: 0.911719884615385

00:08:06.760 --> 00:08:08.295 clinicians or those those of us  
NOTE Confidence: 0.911719884615385

00:08:08.295 --> 00:08:09.600 working in the learning space,  
NOTE Confidence: 0.911719884615385

00:08:09.600 --> 00:08:12.240 we are constantly making decisions  
NOTE Confidence: 0.911719884615385

00:08:12.240 --> 00:08:14.118 under a lot of time pressures,  
NOTE Confidence: 0.911719884615385

00:08:14.120 --> 00:08:16.832 under a lot of informational pressures,  
NOTE Confidence: 0.911719884615385

00:08:16.832 --> 00:08:17.704 cognitive burden.  
NOTE Confidence: 0.911719884615385

00:08:17.704 --> 00:08:20.781 And so our brain can only functionally  
NOTE Confidence: 0.911719884615385

00:08:20.781 --> 00:08:23.917 deal with so much information at one time.  
NOTE Confidence: 0.911719884615385

00:08:23.920 --> 00:08:25.876 And so we use these categories,  
NOTE Confidence: 0.911719884615385

00:08:25.880 --> 00:08:29.073 these systems of thinking to allow

NOTE Confidence: 0.911719884615385  
00:08:29.073 --> 00:08:30.638 us to make cognitive leaps.  
NOTE Confidence: 0.911719884615385  
00:08:30.640 --> 00:08:32.280 And in those cognitive leaps,  
NOTE Confidence: 0.911719884615385  
00:08:32.280 --> 00:08:34.639 bias can often enter into those decisions.  
NOTE Confidence: 0.911719884615385  
00:08:34.640 --> 00:08:37.178 So for those of you who are interested in  
NOTE Confidence: 0.911719884615385  
00:08:37.178 --> 00:08:39.959 or have learned about clinical reasoning,  
NOTE Confidence: 0.911719884615385  
00:08:39.960 --> 00:08:42.048 one of the things we talk a lot about  
NOTE Confidence: 0.911719884615385  
00:08:42.048 --> 00:08:44.360 in clinical reasoning is system one  
NOTE Confidence: 0.911719884615385  
00:08:44.360 --> 00:08:46.360 and system two thought processes.  
NOTE Confidence: 0.911719884615385  
00:08:46.360 --> 00:08:49.790 So system one is our fast intuitive  
NOTE Confidence: 0.911719884615385  
00:08:49.790 --> 00:08:52.575 emotional leaps of cognitive  
NOTE Confidence: 0.911719884615385  
00:08:52.575 --> 00:08:56.642 thought where a system conscious and  
NOTE Confidence: 0.911719884615385  
00:08:56.642 --> 00:08:59.147 effortful thinking or think through  
NOTE Confidence: 0.911719884615385  
00:08:59.147 --> 00:09:01.120 things step by step.  
NOTE Confidence: 0.911719884615385  
00:09:01.120 --> 00:09:02.620 And those system one thought  
NOTE Confidence: 0.911719884615385  
00:09:02.620 --> 00:09:04.453 processes can be really where a  
NOTE Confidence: 0.911719884615385

00:09:04.453 --> 00:09:06.097 lot of biases enter into clinical  
NOTE Confidence: 0.911719884615385

00:09:06.097 --> 00:09:07.995 reasoning and the same can be true  
NOTE Confidence: 0.911719884615385

00:09:07.995 --> 00:09:09.519 in the assessment space as well.  
NOTE Confidence: 0.853101294285714

00:09:11.840 --> 00:09:13.912 There are a lot of different ways that  
NOTE Confidence: 0.853101294285714

00:09:13.912 --> 00:09:16.037 bias can manifest in learning spaces.  
NOTE Confidence: 0.853101294285714

00:09:16.040 --> 00:09:19.920 So affinity bias is one that comes up a lot.  
NOTE Confidence: 0.853101294285714

00:09:19.920 --> 00:09:21.566 I as a, you know, Medpedes program  
NOTE Confidence: 0.853101294285714

00:09:21.566 --> 00:09:23.830 director like if I know I'm going to  
NOTE Confidence: 0.853101294285714

00:09:23.886 --> 00:09:25.776 have a student who's interested in  
NOTE Confidence: 0.853101294285714

00:09:25.776 --> 00:09:27.680 Medpedes working with me on service,  
NOTE Confidence: 0.853101294285714

00:09:27.680 --> 00:09:29.135 I'm immediately going to have  
NOTE Confidence: 0.853101294285714

00:09:29.135 --> 00:09:30.590 an affinity bias towards them  
NOTE Confidence: 0.853101294285714

00:09:30.648 --> 00:09:32.280 because I feel connected to them.  
NOTE Confidence: 0.853101294285714

00:09:32.280 --> 00:09:34.550 I feel like I want them to join into my  
NOTE Confidence: 0.853101294285714

00:09:34.610 --> 00:09:38.236 tribe, as my program director calls it,  
NOTE Confidence: 0.853101294285714

00:09:38.240 --> 00:09:40.064 perception bias.



NOTE Confidence: 0.853101294285714  
00:09:40.064 --> 00:09:42.800 So stereotyping individuals,  
NOTE Confidence: 0.853101294285714  
00:09:42.800 --> 00:09:45.355 you know categorizing them in a way  
NOTE Confidence: 0.853101294285714  
00:09:45.355 --> 00:09:48.100 that doesn't necessarily align with  
NOTE Confidence: 0.853101294285714  
00:09:48.100 --> 00:09:51.075 themselves as an individual person.  
NOTE Confidence: 0.853101294285714  
00:09:51.080 --> 00:09:52.425 Halo effects is something that  
NOTE Confidence: 0.853101294285714  
00:09:52.425 --> 00:09:54.480 we see a lot in assessment.  
NOTE Confidence: 0.853101294285714  
00:09:54.480 --> 00:09:57.318 So just an underlying belief that  
NOTE Confidence: 0.853101294285714  
00:09:57.320 --> 00:09:58.785 somebody's has good traits and  
NOTE Confidence: 0.853101294285714  
00:09:58.785 --> 00:10:00.570 therefore I like them and their  
NOTE Confidence: 0.853101294285714  
00:10:00.570 --> 00:10:02.142 likability is going to affect the  
NOTE Confidence: 0.853101294285714  
00:10:02.142 --> 00:10:04.426 way that I assess them rather than  
NOTE Confidence: 0.853101294285714  
00:10:04.426 --> 00:10:05.870 objectively thinking about the  
NOTE Confidence: 0.853101294285714  
00:10:05.870 --> 00:10:08.960 behaviors that I saw in the workspace.  
NOTE Confidence: 0.853101294285714  
00:10:08.960 --> 00:10:09.848 Or confirmation bias,  
NOTE Confidence: 0.853101294285714  
00:10:09.848 --> 00:10:11.920 which I think for those of us,  
NOTE Confidence: 0.853101294285714

00:10:11.920 --> 00:10:14.448 our clinicians see a lot where we kind  
NOTE Confidence: 0.853101294285714

00:10:14.448 --> 00:10:16.962 of want to confirm our pre-existing  
NOTE Confidence: 0.853101294285714

00:10:16.962 --> 00:10:19.227 notions about things and aren't  
NOTE Confidence: 0.853101294285714

00:10:19.227 --> 00:10:21.675 really able to see outside of them.  
NOTE Confidence: 0.853101294285714

00:10:21.680 --> 00:10:24.504 These are just some of the biases that  
NOTE Confidence: 0.853101294285714

00:10:24.504 --> 00:10:26.550 can enter into the assessment space.  
NOTE Confidence: 0.853101294285714

00:10:26.550 --> 00:10:28.560 I'll talk about a couple different  
NOTE Confidence: 0.853101294285714

00:10:28.560 --> 00:10:30.315 examples to sort of cement things  
NOTE Confidence: 0.853101294285714

00:10:30.315 --> 00:10:31.595 down in just a second.  
NOTE Confidence: 0.833109408333334

00:10:33.840 --> 00:10:35.784 The other things to kind of  
NOTE Confidence: 0.833109408333334

00:10:35.784 --> 00:10:38.000 think about in the bias spaces,  
NOTE Confidence: 0.833109408333334

00:10:38.000 --> 00:10:41.520 ways that they manifest systemically.  
NOTE Confidence: 0.833109408333334

00:10:41.520 --> 00:10:45.276 So learning environments have various cues.  
NOTE Confidence: 0.833109408333334

00:10:45.280 --> 00:10:48.076 I think historically in medicine we  
NOTE Confidence: 0.833109408333334

00:10:48.076 --> 00:10:49.940 have recruited certain subpopulations  
NOTE Confidence: 0.833109408333334

00:10:50.013 --> 00:10:52.743 of people into our academic spaces and

NOTE Confidence: 0.833109408333334  
00:10:52.743 --> 00:10:54.694 have become accustomed and communicating  
NOTE Confidence: 0.833109408333334  
00:10:54.694 --> 00:10:57.200 in certain types of way or teaching  
NOTE Confidence: 0.833109408333334  
00:10:57.200 --> 00:10:59.456 in certain types of ways and that  
NOTE Confidence: 0.833109408333334  
00:10:59.456 --> 00:11:01.795 might not be applicable to all types  
NOTE Confidence: 0.833109408333334  
00:11:01.795 --> 00:11:03.480 of backgrounds that we encounter.  
NOTE Confidence: 0.833109408333334  
00:11:03.480 --> 00:11:05.928 Now that we are a little bit more diverse  
NOTE Confidence: 0.833109408333334  
00:11:05.928 --> 00:11:08.500 in our recruitment and thoughtful about  
NOTE Confidence: 0.833109408333334  
00:11:08.500 --> 00:11:10.730 our recruitment of individuals into  
NOTE Confidence: 0.833109408333334  
00:11:10.796 --> 00:11:13.396 medicine and other healthcare specialties,  
NOTE Confidence: 0.833109408333334  
00:11:13.400 --> 00:11:17.250 we can also bake assessment the bias  
NOTE Confidence: 0.833109408333334  
00:11:17.250 --> 00:11:18.975 into our actual assessments which  
NOTE Confidence: 0.833109408333334  
00:11:18.975 --> 00:11:21.060 I'll show some examples of from  
NOTE Confidence: 0.833109408333334  
00:11:21.060 --> 00:11:23.034 the literature in just a second.  
NOTE Confidence: 0.833109408333334  
00:11:23.040 --> 00:11:25.080 And then when we do assessments,  
NOTE Confidence: 0.833109408333334  
00:11:25.080 --> 00:11:26.588 especially when we're doing  
NOTE Confidence: 0.833109408333334

00:11:26.588 --> 00:11:27.719 competency based assessments,  
NOTE Confidence: 0.833109408333334

00:11:27.720 --> 00:11:29.615 so assessing you know someone's  
NOTE Confidence: 0.833109408333334

00:11:29.615 --> 00:11:32.016 ability to take care of patients  
NOTE Confidence: 0.833109408333334

00:11:32.016 --> 00:11:34.196 or to make complex decisions,  
NOTE Confidence: 0.833109408333334

00:11:34.200 --> 00:11:36.594 we often bring ourselves to the table  
NOTE Confidence: 0.833109408333334

00:11:36.594 --> 00:11:38.993 when we make those assessments as  
NOTE Confidence: 0.833109408333334

00:11:38.993 --> 00:11:41.585 as supervisors or as assessors in  
NOTE Confidence: 0.833109408333334

00:11:41.585 --> 00:11:43.799 clinical workspaces in particular,  
NOTE Confidence: 0.833109408333334

00:11:43.800 --> 00:11:45.550 we bring our own preconceptions  
NOTE Confidence: 0.833109408333334

00:11:45.550 --> 00:11:46.600 of what's right,  
NOTE Confidence: 0.833109408333334

00:11:46.600 --> 00:11:48.056 what's wrong and sometimes  
NOTE Confidence: 0.833109408333334

00:11:48.056 --> 00:11:49.876 impose that on our learners.  
NOTE Confidence: 0.833109408333334

00:11:49.880 --> 00:11:51.670 And that's something that increasingly  
NOTE Confidence: 0.833109408333334

00:11:51.670 --> 00:11:53.928 I've gotten interested in as somebody  
NOTE Confidence: 0.833109408333334

00:11:53.928 --> 00:11:55.983 who does research on entrustable  
NOTE Confidence: 0.833109408333334

00:11:55.983 --> 00:11:57.627 professional activities where trust

NOTE Confidence: 0.833109408333334  
00:11:57.689 --> 00:11:59.239 is the measure of assessment.  
NOTE Confidence: 0.833109408333334  
00:11:59.240 --> 00:12:03.293 So how much bias enters into that  
NOTE Confidence: 0.833109408333334  
00:12:03.293 --> 00:12:06.000 decision of trusting someone?  
NOTE Confidence: 0.833109408333334  
00:12:06.000 --> 00:12:08.016 So let's let's talk about some  
NOTE Confidence: 0.833109408333334  
00:12:08.016 --> 00:12:09.840 specific examples of bias in  
NOTE Confidence: 0.833109408333334  
00:12:09.840 --> 00:12:11.520 assessment in medical education.  
NOTE Confidence: 0.833109408333334  
00:12:11.520 --> 00:12:13.680 I think these are really highlights.  
NOTE Confidence: 0.833109408333334  
00:12:13.680 --> 00:12:15.745 There's a ton of literature out there  
NOTE Confidence: 0.833109408333334  
00:12:15.745 --> 00:12:17.589 on bias that is very interesting  
NOTE Confidence: 0.833109408333334  
00:12:17.589 --> 00:12:19.689 and helps to reveal some of the  
NOTE Confidence: 0.833109408333334  
00:12:19.756 --> 00:12:21.876 different ways that things manifest.  
NOTE Confidence: 0.833109408333334  
00:12:21.880 --> 00:12:23.784 But I picked out a couple studies  
NOTE Confidence: 0.833109408333334  
00:12:23.784 --> 00:12:25.598 that I thought revealed different  
NOTE Confidence: 0.833109408333334  
00:12:25.598 --> 00:12:28.592 aspects of bias that I thought  
NOTE Confidence: 0.833109408333334  
00:12:28.592 --> 00:12:30.959 were interesting and enlightening.  
NOTE Confidence: 0.833109408333334

00:12:30.960 --> 00:12:34.460 So here's an example of how Halo  
NOTE Confidence: 0.833109408333334

00:12:34.460 --> 00:12:36.760 effect can really change the way  
NOTE Confidence: 0.833109408333334

00:12:36.760 --> 00:12:38.560 that we think about learners.  
NOTE Confidence: 0.833109408333334

00:12:38.560 --> 00:12:40.240 So this is a really well done study.  
NOTE Confidence: 0.833109408333334

00:12:40.240 --> 00:12:42.240 It was published in academic  
NOTE Confidence: 0.833109408333334

00:12:42.240 --> 00:12:43.840 medicine just last year.  
NOTE Confidence: 0.833109408333334

00:12:43.840 --> 00:12:46.717 It was done in family medicine and  
NOTE Confidence: 0.833109408333334

00:12:46.717 --> 00:12:48.639 the investigators created 2 videos.  
NOTE Confidence: 0.833109408333334

00:12:48.640 --> 00:12:52.660 One was with a female standardized  
NOTE Confidence: 0.833109408333334

00:12:52.660 --> 00:12:55.420 resident and one was with a  
NOTE Confidence: 0.833109408333334

00:12:55.420 --> 00:12:56.800 male standardized resident.  
NOTE Confidence: 0.833109408333334

00:12:56.800 --> 00:12:58.760 The two videos were exactly the same.  
NOTE Confidence: 0.833109408333334

00:12:58.760 --> 00:13:01.568 They follow the exact same script  
NOTE Confidence: 0.833109408333334

00:13:01.568 --> 00:13:04.920 and for each of those two videos  
NOTE Confidence: 0.833109408333334

00:13:04.920 --> 00:13:07.580 they labeled each one as either  
NOTE Confidence: 0.833109408333334

00:13:07.580 --> 00:13:10.279 above or below average for male and

NOTE Confidence: 0.833109408333334  
00:13:10.279 --> 00:13:12.277 above and below average for female.  
NOTE Confidence: 0.833109408333334  
00:13:12.280 --> 00:13:14.680 They were the exact same video.  
NOTE Confidence: 0.833109408333334  
00:13:14.680 --> 00:13:16.552 They were just labeled as above  
NOTE Confidence: 0.833109408333334  
00:13:16.552 --> 00:13:17.800 average or below average.  
NOTE Confidence: 0.833109408333334  
00:13:17.800 --> 00:13:21.120 So they had faculty look at these videos.  
NOTE Confidence: 0.833109408333334  
00:13:21.120 --> 00:13:22.572 They said, aha,  
NOTE Confidence: 0.833109408333334  
00:13:22.572 --> 00:13:25.476 this is a above average trainee.  
NOTE Confidence: 0.833109408333334  
00:13:25.480 --> 00:13:28.594 We want you to assess them on this form.  
NOTE Confidence: 0.833109408333334  
00:13:28.600 --> 00:13:30.080 So they had 70 faculty.  
NOTE Confidence: 0.833109408333334  
00:13:30.080 --> 00:13:32.636 Observers were randomized to one of  
NOTE Confidence: 0.833109408333334  
00:13:32.636 --> 00:13:35.180 the four videos, Above average male,  
NOTE Confidence: 0.833109408333334  
00:13:35.180 --> 00:13:37.799 below average male, above average female,  
NOTE Confidence: 0.833109408333334  
00:13:37.799 --> 00:13:39.158 below average female.  
NOTE Confidence: 0.833109408333334  
00:13:39.160 --> 00:13:41.160 And they analyze the results.  
NOTE Confidence: 0.833109408333334  
00:13:41.160 --> 00:13:44.240 And what they found was that just  
NOTE Confidence: 0.833109408333334

00:13:44.240 --> 00:13:47.399 by putting the words below average  
NOTE Confidence: 0.833109408333334

00:13:47.400 --> 00:13:48.800 on any of the videos,  
NOTE Confidence: 0.833109408333334

00:13:48.800 --> 00:13:50.220 they were rated significantly  
NOTE Confidence: 0.833109408333334

00:13:50.220 --> 00:13:51.995 lower compared to above average,  
NOTE Confidence: 0.833109408333334

00:13:52.000 --> 00:13:53.575 regardless of gender.  
NOTE Confidence: 0.833109408333334

00:13:53.575 --> 00:13:55.675 So what that told  
NOTE Confidence: 0.9359456425

00:13:55.680 --> 00:13:57.520 what the investigators concluded  
NOTE Confidence: 0.9359456425

00:13:57.520 --> 00:14:00.658 was that just one word above or  
NOTE Confidence: 0.9359456425

00:14:00.658 --> 00:14:02.940 below was associated with systemic  
NOTE Confidence: 0.9359456425

00:14:02.940 --> 00:14:04.920 differences in assessment score.  
NOTE Confidence: 0.9359456425

00:14:04.920 --> 00:14:06.024 And you might ask,  
NOTE Confidence: 0.9359456425

00:14:06.024 --> 00:14:07.680 why is this applicable to my  
NOTE Confidence: 0.9359456425

00:14:07.744 --> 00:14:09.919 learners and my learning environment?  
NOTE Confidence: 0.9359456425

00:14:09.920 --> 00:14:12.152 I think this is a really  
NOTE Confidence: 0.9359456425

00:14:12.152 --> 00:14:13.640 good lesson on labels.  
NOTE Confidence: 0.9359456425

00:14:13.640 --> 00:14:16.000 So using labels on learners,



NOTE Confidence: 0.9359456425

00:14:16.000 --> 00:14:18.550 like a struggling learner or somebody

NOTE Confidence: 0.9359456425

00:14:18.550 --> 00:14:20.649 who's stellar can actually impact

NOTE Confidence: 0.9359456425

00:14:20.649 --> 00:14:22.917 the way that you feel about them

NOTE Confidence: 0.9359456425

00:14:22.920 --> 00:14:25.480 regardless of other factors.

NOTE Confidence: 0.9359456425

00:14:25.480 --> 00:14:27.820 So labels become a really

NOTE Confidence: 0.9359456425

00:14:27.820 --> 00:14:29.520 powerful factor in assessment.

NOTE Confidence: 0.9359456425

00:14:29.520 --> 00:14:31.326 So something to really think about

NOTE Confidence: 0.9359456425

00:14:31.326 --> 00:14:33.040 when you're working with learners.

NOTE Confidence: 0.889868

00:14:35.440 --> 00:14:36.816 Let's talk about gender.

NOTE Confidence: 0.889868

00:14:36.816 --> 00:14:39.266 There's actually a lot of studies on

NOTE Confidence: 0.889868

00:14:39.266 --> 00:14:41.198 the effect of gender on assessment.

NOTE Confidence: 0.889868

00:14:41.200 --> 00:14:42.585 This was a really interesting

NOTE Confidence: 0.889868

00:14:42.585 --> 00:14:44.794 one and robust in the numbers of

NOTE Confidence: 0.889868

00:14:44.794 --> 00:14:46.318 individuals that they analyzed.

NOTE Confidence: 0.889868

00:14:46.320 --> 00:14:49.896 So they looked at emergency medicine

NOTE Confidence: 0.889868

00:14:49.896 --> 00:14:52.806 residents across five programs and they

NOTE Confidence: 0.889868

00:14:52.806 --> 00:14:54.121 were looking at narrative comments

NOTE Confidence: 0.889868

00:14:54.121 --> 00:14:55.988 and they were interested in the

NOTE Confidence: 0.889868

00:14:55.988 --> 00:14:57.360 differences in narrative comments,

NOTE Confidence: 0.889868

00:14:57.360 --> 00:14:59.120 comments based on gender.

NOTE Confidence: 0.889868

00:14:59.120 --> 00:15:01.770 So this was like 10,000 comments

NOTE Confidence: 0.889868

00:15:01.770 --> 00:15:03.995 that they were looking at.

NOTE Confidence: 0.889868

00:15:04.000 --> 00:15:06.265 When they analyzed these based

NOTE Confidence: 0.889868

00:15:06.265 --> 00:15:08.077 on their narrative responses,

NOTE Confidence: 0.889868

00:15:08.080 --> 00:15:10.607 they found that men were more likely

NOTE Confidence: 0.889868

00:15:10.607 --> 00:15:12.699 to receive specific feedback feedback

NOTE Confidence: 0.889868

00:15:12.699 --> 00:15:15.632 based on their competence and to be

NOTE Confidence: 0.889868

00:15:15.632 --> 00:15:18.120 rated above expected performance.

NOTE Confidence: 0.889868

00:15:18.120 --> 00:15:20.280 And this was irregardless of

NOTE Confidence: 0.889868

00:15:20.280 --> 00:15:22.440 faculty gender of the assessor.

NOTE Confidence: 0.889868

00:15:22.440 --> 00:15:23.256 For women,

NOTE Confidence: 0.889868  
00:15:23.256 --> 00:15:26.112 they were more likely to get comments  
NOTE Confidence: 0.889868  
00:15:26.112 --> 00:15:29.044 about low skill levels and get get  
NOTE Confidence: 0.889868  
00:15:29.044 --> 00:15:31.695 more comments about their quote UN  
NOTE Confidence: 0.889868  
00:15:31.695 --> 00:15:33.924 quote confidence versus men who often  
NOTE Confidence: 0.889868  
00:15:33.924 --> 00:15:36.800 when they were at a low skill level,  
NOTE Confidence: 0.889868  
00:15:36.800 --> 00:15:39.475 they received comments that were  
NOTE Confidence: 0.889868  
00:15:39.475 --> 00:15:42.150 associated with some actionable items  
NOTE Confidence: 0.889868  
00:15:42.234 --> 00:15:44.760 that they could actually work on.  
NOTE Confidence: 0.889868  
00:15:44.760 --> 00:15:45.208 Lastly,  
NOTE Confidence: 0.889868  
00:15:45.208 --> 00:15:47.000 the assessor gender actually  
NOTE Confidence: 0.889868  
00:15:47.000 --> 00:15:49.240 had an impact as well,  
NOTE Confidence: 0.889868  
00:15:49.240 --> 00:15:53.132 so women faculty assessors were more likely  
NOTE Confidence: 0.889868  
00:15:53.132 --> 00:15:57.012 to rate residents as performing below level.  
NOTE Confidence: 0.889868  
00:15:57.012 --> 00:16:01.520 So women were stricter graders than men.  
NOTE Confidence: 0.889868  
00:16:01.520 --> 00:16:04.047 Here's a schematic of their findings from  
NOTE Confidence: 0.889868

00:16:04.047 --> 00:16:06.796 this JAMA article that was published in 2022.

NOTE Confidence: 0.889868

00:16:06.796 --> 00:16:09.008 So you can see some of the

NOTE Confidence: 0.889868

00:16:09.008 --> 00:16:11.434 things that favored men were

NOTE Confidence: 0.889868

00:16:11.434 --> 00:16:13.156 comments about professionalism,

NOTE Confidence: 0.889868

00:16:13.160 --> 00:16:14.729 critical thinking, trustworthiness,

NOTE Confidence: 0.889868

00:16:14.729 --> 00:16:17.867 whereas women were more associated with

NOTE Confidence: 0.889868

00:16:17.867 --> 00:16:20.079 comments about confidence and care,

NOTE Confidence: 0.889868

00:16:20.080 --> 00:16:21.232 planning for example,

NOTE Confidence: 0.889868

00:16:21.232 --> 00:16:23.960 or adaptability, excuse me.

NOTE Confidence: 0.889868

00:16:23.960 --> 00:16:26.315 So there were really substantial

NOTE Confidence: 0.889868

00:16:26.315 --> 00:16:29.151 differences in the assessment language that

NOTE Confidence: 0.889868

00:16:29.151 --> 00:16:31.599 was used in describing these learners,

NOTE Confidence: 0.889868

00:16:31.600 --> 00:16:34.120 and that can really have an impact

NOTE Confidence: 0.889868

00:16:34.120 --> 00:16:36.468 on training. It can have impact.

NOTE Confidence: 0.889868

00:16:36.468 --> 00:16:38.910 The authors commented on things like

NOTE Confidence: 0.889868

00:16:38.988 --> 00:16:41.616 eligibility for becoming a chief

NOTE Confidence: 0.889868

00:16:41.616 --> 00:16:43.664 resident and other opportunities

NOTE Confidence: 0.889868

00:16:43.664 --> 00:16:45.200 that came up.

NOTE Confidence: 0.889868

00:16:45.200 --> 00:16:47.447 This is a different study that was

NOTE Confidence: 0.889868

00:16:47.447 --> 00:16:49.691 done in internal medicine for medical

NOTE Confidence: 0.889868

00:16:49.691 --> 00:16:52.397 students that was published in Jgym.

NOTE Confidence: 0.889868

00:16:52.400 --> 00:16:54.944 They used a process called natural

NOTE Confidence: 0.889868

00:16:54.944 --> 00:16:57.188 language processing where they looked

NOTE Confidence: 0.889868

00:16:57.188 --> 00:16:59.497 at narrative comments together and

NOTE Confidence: 0.889868

00:16:59.497 --> 00:17:01.759 they looked on two different axes,

NOTE Confidence: 0.889868

00:17:01.760 --> 00:17:04.610 women and men and honors grades

NOTE Confidence: 0.889868

00:17:04.610 --> 00:17:06.035 and past grades.

NOTE Confidence: 0.889868

00:17:06.040 --> 00:17:09.491 And they found that women who received

NOTE Confidence: 0.889868

00:17:09.491 --> 00:17:13.616 honors grades received words like wonderful,

NOTE Confidence: 0.889868

00:17:13.616 --> 00:17:14.950 empathetic, delightful,

NOTE Confidence: 0.889868

00:17:14.950 --> 00:17:18.800 whereas men got words more like relevant,

NOTE Confidence: 0.889868

00:17:18.800 --> 00:17:21.160 active, certain.  
NOTE Confidence: 0.889868

00:17:21.160 --> 00:17:23.834 So those types of things came up.  
NOTE Confidence: 0.889868

00:17:23.840 --> 00:17:28.224 So 62% of words that differ by gender  
NOTE Confidence: 0.889868

00:17:28.224 --> 00:17:30.744 represented personal attributes and  
NOTE Confidence: 0.889868

00:17:30.744 --> 00:17:33.432 then they also looked at URM students  
NOTE Confidence: 0.889868

00:17:33.432 --> 00:17:35.947 versus non URM and the honors and  
NOTE Confidence: 0.889868

00:17:35.947 --> 00:17:38.590 pass schematic as well and personal  
NOTE Confidence: 0.889868

00:17:38.590 --> 00:17:41.559 attribute words were more common for URM.  
NOTE Confidence: 0.889868

00:17:41.560 --> 00:17:43.920 So things like lovely, kind,  
NOTE Confidence: 0.889868

00:17:43.920 --> 00:17:46.220 those types of things whereas  
NOTE Confidence: 0.889868

00:17:46.220 --> 00:17:48.220 competency based language, able,  
NOTE Confidence: 0.889868

00:17:48.220 --> 00:17:48.840 smart,  
NOTE Confidence: 0.889868

00:17:48.840 --> 00:17:52.560 superb were more common with non  
NOTE Confidence: 0.889868

00:17:52.560 --> 00:17:53.800 URM students.  
NOTE Confidence: 0.889868

00:17:53.800 --> 00:17:57.328 So language differs quite a lot between  
NOTE Confidence: 0.889868

00:17:57.328 --> 00:17:59.800 different categories of individual.

NOTE Confidence: 0.889868

00:17:59.800 --> 00:18:02.680 So that's where bias gets introduced

NOTE Confidence: 0.947573578518519

00:18:04.840 --> 00:18:07.448 and the last thing I will talk about

NOTE Confidence: 0.947573578518519

00:18:07.448 --> 00:18:10.950 is how bias can be folded into systemic

NOTE Confidence: 0.947573578518519

00:18:10.950 --> 00:18:13.944 or programmatic aspects that can really

NOTE Confidence: 0.947573578518519

00:18:13.944 --> 00:18:16.599 impact not only learners individually,

NOTE Confidence: 0.947573578518519

00:18:16.600 --> 00:18:19.078 but it can impact their careers.

NOTE Confidence: 0.947573578518519

00:18:19.080 --> 00:18:21.864 So this is a really fascinating

NOTE Confidence: 0.947573578518519

00:18:21.864 --> 00:18:24.088 perspective piece that was put

NOTE Confidence: 0.947573578518519

00:18:24.088 --> 00:18:26.820 out by UCSF in 2018 and they were

NOTE Confidence: 0.947573578518519

00:18:26.820 --> 00:18:29.190 really curious about why they were

NOTE Confidence: 0.947573578518519

00:18:29.271 --> 00:18:31.869 seeing their URM students were not

NOTE Confidence: 0.947573578518519

00:18:31.869 --> 00:18:34.405 achieving awards at the same rate

NOTE Confidence: 0.947573578518519

00:18:34.405 --> 00:18:36.960 as some of their non URM students.

NOTE Confidence: 0.947573578518519

00:18:36.960 --> 00:18:38.864 So they took it upon themselves to

NOTE Confidence: 0.947573578518519

00:18:38.864 --> 00:18:40.491 do almost a quality improvement

NOTE Confidence: 0.947573578518519

00:18:40.491 --> 00:18:42.729 study to understand a little bit  
NOTE Confidence: 0.947573578518519

00:18:42.729 --> 00:18:44.837 more about why that was the case,  
NOTE Confidence: 0.947573578518519

00:18:44.840 --> 00:18:47.720 Why did they observe these differences?  
NOTE Confidence: 0.947573578518519

00:18:47.720 --> 00:18:51.224 So they looked at 4 cohorts of students  
NOTE Confidence: 0.947573578518519

00:18:51.224 --> 00:18:54.169 at their institution and they found  
NOTE Confidence: 0.947573578518519

00:18:54.169 --> 00:18:56.820 that if they looked over the course of  
NOTE Confidence: 0.947573578518519

00:18:56.820 --> 00:18:59.039 all of the training from pre clerkship  
NOTE Confidence: 0.947573578518519

00:18:59.039 --> 00:19:01.836 all the way to the end of training  
NOTE Confidence: 0.947573578518519

00:19:01.836 --> 00:19:04.290 that there were differences in grading  
NOTE Confidence: 0.947573578518519

00:19:04.290 --> 00:19:07.440 that consistently favored non URM students.  
NOTE Confidence: 0.947573578518519

00:19:07.440 --> 00:19:09.200 And these differences were  
NOTE Confidence: 0.947573578518519

00:19:09.200 --> 00:19:10.520 absolutely been minuscule.  
NOTE Confidence: 0.947573578518519

00:19:10.520 --> 00:19:12.560 We're talking about on an average,  
NOTE Confidence: 0.947573578518519

00:19:12.560 --> 00:19:15.920 you know on a one to five point scale an  
NOTE Confidence: 0.947573578518519

00:19:16.009 --> 00:19:19.858 average score difference of 4.7 for the  
NOTE Confidence: 0.947573578518519

00:19:19.858 --> 00:19:23.200 non URM and 4.4 for the URM students,



NOTE Confidence: 0.947573578518519  
00:19:23.200 --> 00:19:24.079 so .3 difference.  
NOTE Confidence: 0.947573578518519  
00:19:24.079 --> 00:19:26.130 I think any of us who are  
NOTE Confidence: 0.947573578518519  
00:19:26.202 --> 00:19:27.838 in an educational space,  
NOTE Confidence: 0.947573578518519  
00:19:27.840 --> 00:19:30.312 who fill out these types of forms would  
NOTE Confidence: 0.947573578518519  
00:19:30.312 --> 00:19:32.763 agree that a difference of .3 on a one  
NOTE Confidence: 0.947573578518519  
00:19:32.763 --> 00:19:34.754 to five scale means absolutely nothing  
NOTE Confidence: 0.947573578518519  
00:19:34.754 --> 00:19:37.088 for the ability for that individual  
NOTE Confidence: 0.947573578518519  
00:19:37.088 --> 00:19:39.724 to care for patients and their ability  
NOTE Confidence: 0.947573578518519  
00:19:39.724 --> 00:19:42.278 to become a physician or a clinician.  
NOTE Confidence: 0.947573578518519  
00:19:42.280 --> 00:19:44.635 But despite the size being  
NOTE Confidence: 0.947573578518519  
00:19:44.635 --> 00:19:46.519 small of those differences,  
NOTE Confidence: 0.947573578518519  
00:19:46.520 --> 00:19:49.220 the actual effect of those  
NOTE Confidence: 0.947573578518519  
00:19:49.220 --> 00:19:50.840 differences were huge.  
NOTE Confidence: 0.947573578518519  
00:19:50.840 --> 00:19:54.120 So because of grading policies at the school,  
NOTE Confidence: 0.947573578518519  
00:19:54.120 --> 00:19:55.710 having a quota of certain number  
NOTE Confidence: 0.947573578518519

00:19:55.710 --> 00:19:57.439 of honors grades at that school,  
NOTE Confidence: 0.947573578518519

00:19:57.440 --> 00:20:00.992 so you know 30% of the internal medicine  
NOTE Confidence: 0.947573578518519

00:20:00.992 --> 00:20:03.240 clerkship students could get honors.  
NOTE Confidence: 0.947573578518519

00:20:03.240 --> 00:20:05.075 That meant that URM students  
NOTE Confidence: 0.947573578518519

00:20:05.075 --> 00:20:07.364 received about as half as many  
NOTE Confidence: 0.947573578518519

00:20:07.364 --> 00:20:09.638 honors grades as non URM students.  
NOTE Confidence: 0.947573578518519

00:20:09.640 --> 00:20:11.500 And URM students,  
NOTE Confidence: 0.947573578518519

00:20:11.500 --> 00:20:13.360 therefore cascading down,  
NOTE Confidence: 0.947573578518519

00:20:13.360 --> 00:20:15.508 were three times less likely to  
NOTE Confidence: 0.947573578518519

00:20:15.508 --> 00:20:17.616 be selected for things like AOA,  
NOTE Confidence: 0.947573578518519

00:20:17.616 --> 00:20:20.304 which is a big deal if you're thinking  
NOTE Confidence: 0.947573578518519

00:20:20.304 --> 00:20:23.013 about applying into a competitive specialty  
NOTE Confidence: 0.947573578518519

00:20:23.013 --> 00:20:26.000 like orthopedics or that type of thing.  
NOTE Confidence: 0.947573578518519

00:20:26.000 --> 00:20:28.513 These types of wards can have really  
NOTE Confidence: 0.947573578518519

00:20:28.513 --> 00:20:31.134 big impacts on your ability to match  
NOTE Confidence: 0.947573578518519

00:20:31.134 --> 00:20:33.330 into your intended field or to

NOTE Confidence: 0.947573578518519  
00:20:33.410 --> 00:20:35.878 match into competitive residencies.  
NOTE Confidence: 0.947573578518519  
00:20:35.880 --> 00:20:37.400 So they called this their  
NOTE Confidence: 0.947573578518519  
00:20:37.400 --> 00:20:38.322 amplification cascades.  
NOTE Confidence: 0.947573578518519  
00:20:38.322 --> 00:20:40.627 So these tiny little differences  
NOTE Confidence: 0.947573578518519  
00:20:40.627 --> 00:20:43.109 that occurred over the course of  
NOTE Confidence: 0.947573578518519  
00:20:43.109 --> 00:20:45.738 their training resulted in very  
NOTE Confidence: 0.947573578518519  
00:20:45.738 --> 00:20:48.968 big differences in these individual  
NOTE Confidence: 0.947573578518519  
00:20:48.968 --> 00:20:51.360 selection selected for awards.  
NOTE Confidence: 0.947573578518519  
00:20:51.360 --> 00:20:54.181 They decided to take a really honest  
NOTE Confidence: 0.947573578518519  
00:20:54.181 --> 00:20:56.402 look at themselves and really  
NOTE Confidence: 0.947573578518519  
00:20:56.402 --> 00:20:58.747 pinpoint where they were seeing  
NOTE Confidence: 0.947573578518519  
00:20:58.747 --> 00:21:01.009 bias being introduced at various  
NOTE Confidence: 0.947573578518519  
00:21:01.009 --> 00:21:02.960 parts of the grading cascade.  
NOTE Confidence: 0.947573578518519  
00:21:02.960 --> 00:21:06.000 So they looked at the individual students.  
NOTE Confidence: 0.947573578518519  
00:21:06.000 --> 00:21:08.166 They looked at the cultural and  
NOTE Confidence: 0.947573578518519

00:21:08.166 --> 00:21:10.120 structural aspects of the school.

NOTE Confidence: 0.947573578518519

00:21:10.120 --> 00:21:11.704 And I think in particular for

NOTE Confidence: 0.947573578518519

00:21:11.704 --> 00:21:13.080 many of you attending here,

NOTE Confidence: 0.947573578518519

00:21:13.080 --> 00:21:15.960 the faculty and resident reader factors

NOTE Confidence: 0.947573578518519

00:21:15.960 --> 00:21:19.159 were they had faculty taken on this,

NOTE Confidence: 0.947573578518519

00:21:19.160 --> 00:21:21.896 look at the way that they were doing

NOTE Confidence: 0.947573578518519

00:21:21.896 --> 00:21:24.285 assessments in the actual real workspaces

NOTE Confidence: 0.947573578518519

00:21:24.285 --> 00:21:26.739 and also the grading policies that

NOTE Confidence: 0.932615538181818

00:21:26.808 --> 00:21:29.405 were present. So it was a really

NOTE Confidence: 0.932615538181818

00:21:29.405 --> 00:21:31.130 fascinating paper in that they

NOTE Confidence: 0.932615538181818

00:21:31.208 --> 00:21:33.274 were able to make some definite

NOTE Confidence: 0.932615538181818

00:21:33.274 --> 00:21:35.844 changes in their grading policies

NOTE Confidence: 0.932615538181818

00:21:35.844 --> 00:21:39.798 in order to be less biased overall.

NOTE Confidence: 0.932615538181818

00:21:39.800 --> 00:21:43.320 So I wanted to take a pause here.

NOTE Confidence: 0.932615538181818

00:21:43.320 --> 00:21:45.525 Does anyone have any clarifying

NOTE Confidence: 0.932615538181818

00:21:45.525 --> 00:21:47.730 questions or there's anything that

NOTE Confidence: 0.932615538181818  
00:21:47.796 --> 00:21:49.900 came up in the chat that would be  
NOTE Confidence: 0.932615538181818  
00:21:49.900 --> 00:21:51.400 important to talk about before we  
NOTE Confidence: 0.932615538181818  
00:21:51.400 --> 00:21:53.240 take a little small group pause?  
NOTE Confidence: 0.95352083  
00:21:57.840 --> 00:22:01.116 Cool. Well, I'll do a quick poll.  
NOTE Confidence: 0.810876453333333  
00:22:03.240 --> 00:22:05.760 Oh, I don't see the poll.  
NOTE Confidence: 0.810876453333333  
00:22:05.760 --> 00:22:09.336 Here we go. So I'm going.  
NOTE Confidence: 0.810876453333333  
00:22:09.336 --> 00:22:12.080 Can you guys see the poll now?  
NOTE Confidence: 0.810876453333333  
00:22:12.080 --> 00:22:13.880 Yes. Oh, here  
NOTE Confidence: 0.833177091428571  
00:22:15.240 --> 00:22:18.117 you can, because I can't see it.  
NOTE Confidence: 0.833177091428571  
00:22:18.120 --> 00:22:20.640 Let's try relaunch questions.  
NOTE Confidence: 0.908420065  
00:22:21.400 --> 00:22:24.760 There we go. Do you see it now?  
NOTE Confidence: 0.908420065  
00:22:24.760 --> 00:22:26.720 All right. So the first question is,  
NOTE Confidence: 0.908420065  
00:22:26.720 --> 00:22:29.056 have you seen bias manifest in the assessment  
NOTE Confidence: 0.908420065  
00:22:29.056 --> 00:22:30.916 of learners where you work or teach?  
NOTE Confidence: 0.90045553  
00:22:49.670 --> 00:22:54.030 OK Can you see the results of the fall?  
NOTE Confidence: 0.90045553

00:22:54.030 --> 00:22:56.183 I'm just. OK, perfect.  
NOTE Confidence: 0.90045553

00:22:56.183 --> 00:23:01.230 So it looks like about 60% have said yes,  
NOTE Confidence: 0.90045553

00:23:01.230 --> 00:23:03.473 definitely 81 is unsure in which I can  
NOTE Confidence: 0.90045553

00:23:03.473 --> 00:23:04.800 understand where that's coming from,  
NOTE Confidence: 0.90045553

00:23:04.800 --> 00:23:06.408 where I'm not sure if what  
NOTE Confidence: 0.90045553

00:23:06.408 --> 00:23:07.840 I saw was actually bias.  
NOTE Confidence: 0.90045553

00:23:07.840 --> 00:23:10.480 I don't want to label it as such,  
NOTE Confidence: 0.90045553

00:23:10.480 --> 00:23:14.624 but maybe and then it's about 6% said no.  
NOTE Confidence: 0.90045553

00:23:14.624 --> 00:23:17.788 Now I'm going to give you an  
NOTE Confidence: 0.90045553

00:23:17.788 --> 00:23:20.776 opportunity to share if you have ever  
NOTE Confidence: 0.90045553

00:23:20.776 --> 00:23:22.896 seen assessment bias manifest in  
NOTE Confidence: 0.90045553

00:23:22.896 --> 00:23:25.760 your clinical learning environment,  
NOTE Confidence: 0.90045553

00:23:25.760 --> 00:23:27.920 how have you seen that occur?  
NOTE Confidence: 0.90045553

00:23:27.920 --> 00:23:29.558 So let's see if I can,  
NOTE Confidence: 0.818986205

00:23:31.200 --> 00:23:32.676 Katie, can I ask a question?  
NOTE Confidence: 0.818986205

00:23:32.680 --> 00:23:35.360 Yeah. So first of all, hi,

NOTE Confidence: 0.818986205

00:23:35.360 --> 00:23:38.625 nice to see you. Hey, so you're,

NOTE Confidence: 0.818986205

00:23:38.625 --> 00:23:40.755 you're familiar with this and I'm,

NOTE Confidence: 0.818986205

00:23:40.760 --> 00:23:43.091 I'm sure that everyone here has

NOTE Confidence: 0.818986205

00:23:43.091 --> 00:23:45.557 encountered this or thought about this.

NOTE Confidence: 0.818986205

00:23:45.560 --> 00:23:47.359 Would it be considered a form of

NOTE Confidence: 0.818986205

00:23:47.359 --> 00:23:48.880 sort of systemic or institutional

NOTE Confidence: 0.818986205

00:23:48.880 --> 00:23:50.276 bias if we consistently

NOTE Confidence: 0.921547528333333

00:23:52.560 --> 00:23:54.036 grade inflate or I'm trying to

NOTE Confidence: 0.921547528333333

00:23:54.036 --> 00:23:55.758 think of a more political way to

NOTE Confidence: 0.921547528333333

00:23:55.758 --> 00:23:57.753 say that if we if we give glowing

NOTE Confidence: 0.921547528333333

00:23:57.753 --> 00:23:59.515 sort of assessments across the board

NOTE Confidence: 0.921547528333333

00:23:59.515 --> 00:24:00.640 without really giving sort of,

NOTE Confidence: 0.921547528333333

00:24:00.640 --> 00:24:03.120 you know what I mean?

NOTE Confidence: 0.921547528333333

00:24:03.120 --> 00:24:05.388 Yeah, If we just if we're giving

NOTE Confidence: 0.921547528333333

00:24:05.388 --> 00:24:07.368 great assessments to the overwhelming

NOTE Confidence: 0.921547528333333

00:24:07.368 --> 00:24:09.320 majority of learners. Yeah,  
NOTE Confidence: 0.838496322857143

00:24:09.320 --> 00:24:11.595 I like, that's such a complex question,  
NOTE Confidence: 0.838496322857143

00:24:11.600 --> 00:24:13.280 Bennett, and I love that you ask it,  
NOTE Confidence: 0.838496322857143

00:24:13.280 --> 00:24:15.704 'cause I think that's a national  
NOTE Confidence: 0.838496322857143

00:24:15.704 --> 00:24:17.870 debate that's going on. You know,  
NOTE Confidence: 0.838496322857143

00:24:17.870 --> 00:24:19.795 like what is the purpose of assessment?  
NOTE Confidence: 0.838496322857143

00:24:19.800 --> 00:24:23.260 What is, what are we hoping to  
NOTE Confidence: 0.838496322857143

00:24:23.260 --> 00:24:24.640 accomplish by use of assessment?  
NOTE Confidence: 0.838496322857143

00:24:24.640 --> 00:24:26.775 And for me, like in the post  
NOTE Confidence: 0.838496322857143

00:24:26.775 --> 00:24:28.600 purest sense of the, the answer,  
NOTE Confidence: 0.838496322857143

00:24:28.600 --> 00:24:30.280 it's to get the right information  
NOTE Confidence: 0.838496322857143

00:24:30.280 --> 00:24:31.775 to the right people about  
NOTE Confidence: 0.838496322857143

00:24:31.775 --> 00:24:33.194 how this individual's doing.  
NOTE Confidence: 0.838496322857143

00:24:33.194 --> 00:24:35.279 That includes the individual themselves.  
NOTE Confidence: 0.838496322857143

00:24:35.280 --> 00:24:37.996 That includes the person leading the course,  
NOTE Confidence: 0.838496322857143

00:24:38.000 --> 00:24:40.328 That includes the person



NOTE Confidence: 0.838496322857143  
00:24:40.328 --> 00:24:42.074 overseeing their education.  
NOTE Confidence: 0.838496322857143  
00:24:42.080 --> 00:24:44.397 And I think there's a lot of  
NOTE Confidence: 0.838496322857143  
00:24:44.397 --> 00:24:45.842 different pressures that come  
NOTE Confidence: 0.838496322857143  
00:24:45.842 --> 00:24:47.777 into the conversation where we're  
NOTE Confidence: 0.838496322857143  
00:24:47.777 --> 00:24:50.080 talking about grades in particular.  
NOTE Confidence: 0.838496322857143  
00:24:50.080 --> 00:24:51.370 Like for example,  
NOTE Confidence: 0.838496322857143  
00:24:51.370 --> 00:24:53.520 the medical school has a,  
NOTE Confidence: 0.838496322857143  
00:24:53.520 --> 00:24:54.640 you know,  
NOTE Confidence: 0.838496322857143  
00:24:54.640 --> 00:24:57.334 like a invested desire to make  
NOTE Confidence: 0.838496322857143  
00:24:57.334 --> 00:24:59.024 sure that that individual gets  
NOTE Confidence: 0.838496322857143  
00:24:59.024 --> 00:25:01.397 to the next step of their career  
NOTE Confidence: 0.838496322857143  
00:25:01.400 --> 00:25:04.800 in the best fashion possible.  
NOTE Confidence: 0.838496322857143  
00:25:04.800 --> 00:25:08.124 And so and that individual wants  
NOTE Confidence: 0.838496322857143  
00:25:08.124 --> 00:25:10.215 to accomplish the things that they  
NOTE Confidence: 0.838496322857143  
00:25:10.215 --> 00:25:12.719 want to do in their career as well.  
NOTE Confidence: 0.838496322857143

00:25:12.720 --> 00:25:16.304 So I think it's a form of like  
NOTE Confidence: 0.838496322857143

00:25:16.304 --> 00:25:18.476 Halo bias that I think nationally  
NOTE Confidence: 0.838496322857143

00:25:18.476 --> 00:25:20.390 a lot of clerkship directors are  
NOTE Confidence: 0.838496322857143

00:25:20.453 --> 00:25:22.781 discussing and certainly a lot of  
NOTE Confidence: 0.838496322857143

00:25:22.781 --> 00:25:24.333 residency directors are discussing  
NOTE Confidence: 0.838496322857143

00:25:24.392 --> 00:25:26.588 about how useful is this information  
NOTE Confidence: 0.838496322857143

00:25:26.588 --> 00:25:27.920 actually when we're looking at,  
NOTE Confidence: 0.838496322857143

00:25:27.920 --> 00:25:31.478 you know, thousands of applications.  
NOTE Confidence: 0.838496322857143

00:25:31.480 --> 00:25:32.356 So I'll leave it at that.  
NOTE Confidence: 0.838496322857143

00:25:32.360 --> 00:25:33.592 I don't know if you have any  
NOTE Confidence: 0.838496322857143

00:25:33.592 --> 00:25:34.120 thoughts about that.  
NOTE Confidence: 0.813397931538462

00:25:36.680 --> 00:25:38.648 Oh, I'll, I'll, I'll happily hear  
NOTE Confidence: 0.813397931538462

00:25:38.648 --> 00:25:39.960 other people's questions and  
NOTE Confidence: 0.813397931538462

00:25:40.013 --> 00:25:41.600 suggestions and contributions.  
NOTE Confidence: 0.813397931538462

00:25:41.600 --> 00:25:44.240 It's, it's complex, as you say, Katie.  
NOTE Confidence: 0.8728431

00:25:44.240 --> 00:25:45.480 Gary has a question.

NOTE Confidence: 0.887394186666667

00:25:45.480 --> 00:25:46.320 Yeah. Hey, Gary.

NOTE Confidence: 0.86801138

00:25:47.520 --> 00:25:50.968 Hey Katie. I'm wondering if you know most,

NOTE Confidence: 0.86801138

00:25:50.968 --> 00:25:53.320 most of those those words were complimentary.

NOTE Confidence: 0.86801138

00:25:53.320 --> 00:25:55.852 I'm wondering if people have looked

NOTE Confidence: 0.86801138

00:25:55.852 --> 00:25:58.119 at at critical language as well

NOTE Confidence: 0.86801138

00:25:58.120 --> 00:26:00.556 and and how that impacts bias.

NOTE Confidence: 0.921688736

00:26:01.720 --> 00:26:04.624 Yeah, I mean the the gender study and

NOTE Confidence: 0.921688736

00:26:04.624 --> 00:26:06.900 emergency medicine that I mentioned before

NOTE Confidence: 0.921688736

00:26:06.900 --> 00:26:09.792 did look at critical language and I just,

NOTE Confidence: 0.921688736

00:26:09.792 --> 00:26:11.808 I glossed over it a little

NOTE Confidence: 0.921688736

00:26:11.808 --> 00:26:13.872 bit which they, for example,

NOTE Confidence: 0.921688736

00:26:13.872 --> 00:26:16.568 if a a woman was underperforming,

NOTE Confidence: 0.921688736

00:26:16.568 --> 00:26:19.220 they would talk more about confidence

NOTE Confidence: 0.921688736

00:26:19.296 --> 00:26:21.948 and they wouldn't use really necessarily

NOTE Confidence: 0.921688736

00:26:21.948 --> 00:26:24.998 specific language on what could be improved.

NOTE Confidence: 0.921688736

00:26:25.000 --> 00:26:26.955 Whereas male residents were more  
NOTE Confidence: 0.921688736

00:26:26.955 --> 00:26:29.472 likely to receive like very specific  
NOTE Confidence: 0.921688736

00:26:29.472 --> 00:26:31.917 competency based language on what  
NOTE Confidence: 0.921688736

00:26:31.917 --> 00:26:33.873 specifically they could improve.  
NOTE Confidence: 0.921688736

00:26:33.880 --> 00:26:36.982 There's a little bit of variation  
NOTE Confidence: 0.921688736

00:26:36.982 --> 00:26:39.651 in especially around gender and  
NOTE Confidence: 0.921688736

00:26:39.651 --> 00:26:41.240 language in the literature.  
NOTE Confidence: 0.921688736

00:26:41.240 --> 00:26:43.760 So some studies will show no difference  
NOTE Confidence: 0.921688736

00:26:43.760 --> 00:26:46.192 and it sort of depends on how the  
NOTE Confidence: 0.921688736

00:26:46.192 --> 00:26:48.479 investigators are looking at the information.  
NOTE Confidence: 0.921688736

00:26:48.480 --> 00:26:50.838 I just actually reviewed an article  
NOTE Confidence: 0.921688736

00:26:50.840 --> 00:26:53.220 from the A/C GME that got accepted  
NOTE Confidence: 0.921688736

00:26:53.220 --> 00:26:54.644 that they looked at standardized  
NOTE Confidence: 0.921688736

00:26:54.644 --> 00:26:56.708 videos and there was a huge difference  
NOTE Confidence: 0.921688736

00:26:56.708 --> 00:26:58.638 in assessed scores and competencies.  
NOTE Confidence: 0.921688736

00:26:58.640 --> 00:27:01.013 So there's a little bit of variation

NOTE Confidence: 0.921688736

00:27:01.013 --> 00:27:02.720 in the literature out there,

NOTE Confidence: 0.921688736

00:27:02.720 --> 00:27:05.368 but there is some negative like

NOTE Confidence: 0.921688736

00:27:05.368 --> 00:27:07.480 negative language is associated

NOTE Confidence: 0.921688736

00:27:07.480 --> 00:27:09.592 with gender for example.

NOTE Confidence: 0.921688736

00:27:09.600 --> 00:27:10.240 Does that make sense

NOTE Confidence: 0.88564228

00:27:10.720 --> 00:27:13.410 and is that is that largely presenting

NOTE Confidence: 0.88564228

00:27:13.410 --> 00:27:17.920 as as less specific versus more specific

NOTE Confidence: 0.88564228

00:27:17.920 --> 00:27:21.439 And that I I I think my question is

NOTE Confidence: 0.88564228

00:27:21.439 --> 00:27:23.800 ultimately is there almost a a rebound

NOTE Confidence: 0.88564228

00:27:23.800 --> 00:27:26.123 effect of some of the bias training

NOTE Confidence: 0.88564228

00:27:26.123 --> 00:27:28.823 that we're we're almost being overly

NOTE Confidence: 0.88564228

00:27:28.823 --> 00:27:30.978 cautious and not you know and not

NOTE Confidence: 0.88564228

00:27:30.978 --> 00:27:33.377 as productive as as we want to be

NOTE Confidence: 0.88564228

00:27:33.377 --> 00:27:35.120 with some of these learners. I think

NOTE Confidence: 0.955285744

00:27:35.120 --> 00:27:38.440 that's a really interesting question.

NOTE Confidence: 0.955285744

00:27:38.440 --> 00:27:40.156 I don't, I don't know if  
NOTE Confidence: 0.955285744

00:27:40.156 --> 00:27:41.732 anyone has actually asked that  
NOTE Confidence: 0.955285744

00:27:41.732 --> 00:27:43.200 question in the literature.  
NOTE Confidence: 0.955285744

00:27:43.200 --> 00:27:45.492 I will say the propensity of  
NOTE Confidence: 0.955285744

00:27:45.492 --> 00:27:47.397 information that I've seen has  
NOTE Confidence: 0.955285744

00:27:47.397 --> 00:27:49.412 been that women are more likely,  
NOTE Confidence: 0.955285744

00:27:49.412 --> 00:27:52.478 for example, to receive feedback  
NOTE Confidence: 0.955285744

00:27:52.478 --> 00:27:54.836 on personal characteristics  
NOTE Confidence: 0.955285744

00:27:54.840 --> 00:27:59.320 rather than actual actions.  
NOTE Confidence: 0.955285744

00:27:59.320 --> 00:28:02.520 Like you were kind  
NOTE Confidence: 0.962977805555556

00:28:04.720 --> 00:28:07.600 that type of thing or you  
NOTE Confidence: 0.962977805555556

00:28:07.600 --> 00:28:09.040 weren't confident enough.  
NOTE Confidence: 0.962977805555556

00:28:09.040 --> 00:28:10.414 And as somebody who's been a  
NOTE Confidence: 0.962977805555556

00:28:10.414 --> 00:28:11.920 recipient of that type of feedback,  
NOTE Confidence: 0.962977805555556

00:28:11.920 --> 00:28:13.300 it's extremely frustrating  
NOTE Confidence: 0.962977805555556

00:28:13.300 --> 00:28:15.600 because what does that mean?

NOTE Confidence: 0.962977805555556  
00:28:15.600 --> 00:28:17.040 Like, objectively speaking,  
NOTE Confidence: 0.951827733333333  
00:28:19.680 --> 00:28:20.760 any other questions?  
NOTE Confidence: 0.821082640909091  
00:28:22.520 --> 00:28:24.038 Now, Katie, before we get the  
NOTE Confidence: 0.821082640909091  
00:28:24.038 --> 00:28:25.280 response back from question two,  
NOTE Confidence: 0.821082640909091  
00:28:25.280 --> 00:28:27.440 there was some in the chat that said that  
NOTE Confidence: 0.821082640909091  
00:28:27.440 --> 00:28:29.520 they couldn't see the question anymore.  
NOTE Confidence: 0.821082640909091  
00:28:29.520 --> 00:28:31.576 Let me try. I did.  
NOTE Confidence: 0.821082640909091  
00:28:31.576 --> 00:28:33.312 I did put it in the chat.  
NOTE Confidence: 0.821082640909091  
00:28:33.320 --> 00:28:35.720 One person had responded,  
NOTE Confidence: 0.821082640909091  
00:28:35.720 --> 00:28:38.640 which we can, I can, I can relate.  
NOTE Confidence: 0.821082640909091  
00:28:38.640 --> 00:28:40.296 Unless you want to try to  
NOTE Confidence: 0.821082640909091  
00:28:40.296 --> 00:28:41.560 launch it again or just.  
NOTE Confidence: 0.672762334444444  
00:28:41.560 --> 00:28:45.080 Yeah, I James, would you be willing to  
NOTE Confidence: 0.672762334444444  
00:28:45.080 --> 00:28:47.116 share, if you're if you're open to it,  
NOTE Confidence: 0.672762334444444  
00:28:47.120 --> 00:28:49.676 about the experience that you had.  
NOTE Confidence: 0.855975216666667

00:28:50.560 --> 00:28:52.198 Yeah. It's interesting.  
NOTE Confidence: 0.785534906

00:28:52.200 --> 00:28:54.332 It's it's going it's going it's going  
NOTE Confidence: 0.785534906

00:28:54.332 --> 00:28:56.160 back to my own training, which is  
NOTE Confidence: 0.9741502

00:28:59.440 --> 00:29:00.880 sorry. It's going  
NOTE Confidence: 0.9693918825

00:29:00.880 --> 00:29:02.505 back to my own training  
NOTE Confidence: 0.9693918825

00:29:02.505 --> 00:29:06.240 which is now 35 years ago.  
NOTE Confidence: 0.9693918825

00:29:06.240 --> 00:29:08.264 I I I felt perhaps it was more  
NOTE Confidence: 0.9693918825

00:29:08.264 --> 00:29:09.800 of a personality trait that they  
NOTE Confidence: 0.948003586666667

00:29:09.800 --> 00:29:12.560 were looking for as opposed to clinical  
NOTE Confidence: 0.948003586666667

00:29:12.560 --> 00:29:15.200 skills or or or or compassion traits. I  
NOTE Confidence: 0.945019428

00:29:15.200 --> 00:29:16.810 don't know if anyone else had that  
NOTE Confidence: 0.945019428

00:29:16.810 --> 00:29:18.640 experience during their own training years.  
NOTE Confidence: 0.88079840625

00:29:21.440 --> 00:29:23.160 Sounds like that first kind of bias Katie,  
NOTE Confidence: 0.88079840625

00:29:23.160 --> 00:29:24.164 that you were identifying.  
NOTE Confidence: 0.88079840625

00:29:24.164 --> 00:29:25.670 I can't remember its name or  
NOTE Confidence: 0.88079840625

00:29:25.723 --> 00:29:27.093 they're looking for somebody who



NOTE Confidence: 0.88079840625

00:29:27.093 --> 00:29:29.400 looks like that with respect. Yeah,

NOTE Confidence: 0.9279124575

00:29:31.000 --> 00:29:33.436 it's it's, I think it's really

NOTE Confidence: 0.9279124575

00:29:33.436 --> 00:29:35.565 fascinating the way that we

NOTE Confidence: 0.9279124575

00:29:35.565 --> 00:29:37.715 group in medicine in particular,

NOTE Confidence: 0.9279124575

00:29:37.720 --> 00:29:40.912 you know like is was I attracted

NOTE Confidence: 0.9279124575

00:29:40.912 --> 00:29:44.089 to Med PEDs because I, you know,

NOTE Confidence: 0.9279124575

00:29:44.089 --> 00:29:46.027 like there was a affinity that

NOTE Confidence: 0.9279124575

00:29:46.027 --> 00:29:47.849 was generated around it or

NOTE Confidence: 0.9279124575

00:29:47.849 --> 00:29:49.991 is it because I was genuinely

NOTE Confidence: 0.9279124575

00:29:50.066 --> 00:29:52.020 interested in the the field itself?

NOTE Confidence: 0.9279124575

00:29:52.020 --> 00:29:54.080 I like to think it's the latter,

NOTE Confidence: 0.9279124575

00:29:54.080 --> 00:29:56.976 but I do think that there's some very

NOTE Confidence: 0.9279124575

00:29:56.976 --> 00:29:58.434 interesting cultural things that

NOTE Confidence: 0.9279124575

00:29:58.434 --> 00:30:00.420 happen in medicine that by assess

NOTE Confidence: 0.9279124575

00:30:00.420 --> 00:30:02.837 one way or the other or might even,

NOTE Confidence: 0.9279124575

00:30:02.840 --> 00:30:04.910 for example, if you were interested  
NOTE Confidence: 0.9279124575

00:30:04.910 --> 00:30:06.680 in surgery and you know,  
NOTE Confidence: 0.9279124575

00:30:06.680 --> 00:30:08.840 got this implicit discouragement  
NOTE Confidence: 0.9279124575

00:30:08.840 --> 00:30:11.000 to enter into surgery,  
NOTE Confidence: 0.9279124575

00:30:11.000 --> 00:30:12.740 how we're biasing our students  
NOTE Confidence: 0.9279124575

00:30:12.740 --> 00:30:14.480 away or towards certain things?  
NOTE Confidence: 0.9279124575

00:30:14.480 --> 00:30:16.436 Well, it may have been a projection  
NOTE Confidence: 0.9279124575

00:30:16.440 --> 00:30:17.160 of the fact that I was  
NOTE Confidence: 0.875242222

00:30:17.160 --> 00:30:18.440 more interested in internal medicine  
NOTE Confidence: 0.875242222

00:30:18.440 --> 00:30:20.040 and eventually pursued internal  
NOTE Confidence: 0.875242222

00:30:20.040 --> 00:30:21.160 medicine. So maybe that was  
NOTE Confidence: 0.91640468

00:30:21.160 --> 00:30:22.680 reflected in my own behavior.  
NOTE Confidence: 0.91640468

00:30:22.680 --> 00:30:24.160 So that's fair. Totally.  
NOTE Confidence: 0.804447826363636

00:30:26.360 --> 00:30:29.784 All right, I'll see what we have for  
NOTE Confidence: 0.804447826363636

00:30:29.784 --> 00:30:32.320 our responses here, which I cannot see.  
NOTE Confidence: 0.44578502

00:30:38.480 --> 00:30:41.349 Huh. I'm sorry guys. I can't see the

NOTE Confidence: 0.44578502

00:30:41.349 --> 00:30:43.079 written responses on the question too.

NOTE Confidence: 0.44578502

00:30:43.080 --> 00:30:45.200 I know some people entered in their thoughts

NOTE Confidence: 0.504126186

00:30:46.880 --> 00:30:49.760 it might it shut down before I back to me.

NOTE Confidence: 0.504126186

00:30:49.760 --> 00:30:54.200 Sorry, it it shut down before I could save.

NOTE Confidence: 0.955842815

00:30:54.680 --> 00:30:55.628 I'm sorry about that.

NOTE Confidence: 0.955842815

00:30:55.628 --> 00:30:57.050 Would anybody else be willing to

NOTE Confidence: 0.955842815

00:30:57.102 --> 00:30:58.596 share an experience that they had?

NOTE Confidence: 0.8915890575

00:31:11.000 --> 00:31:12.560 I just can I just add one thing.

NOTE Confidence: 0.8915890575

00:31:12.560 --> 00:31:17.355 I mean the the Halo effect does strike me.

NOTE Confidence: 0.8915890575

00:31:17.355 --> 00:31:19.425 Just having that evidence is really

NOTE Confidence: 0.8915890575

00:31:19.425 --> 00:31:21.648 useful because I always remember as when

NOTE Confidence: 0.8915890575

00:31:21.648 --> 00:31:24.228 I was a clerkship director I used to

NOTE Confidence: 0.8915890575

00:31:24.228 --> 00:31:26.160 question why we wouldn't kind of feed

NOTE Confidence: 0.8915890575

00:31:26.225 --> 00:31:28.520 forward information about the trainees,

NOTE Confidence: 0.8915890575

00:31:28.520 --> 00:31:30.068 the students as they were going

NOTE Confidence: 0.8915890575

00:31:30.068 --> 00:31:31.900 from 1 clerkship to the another so  
NOTE Confidence: 0.8915890575

00:31:31.900 --> 00:31:33.636 that we'd be able to support them.  
NOTE Confidence: 0.8915890575

00:31:33.640 --> 00:31:36.458 And the administration was concerned  
NOTE Confidence: 0.8915890575

00:31:36.458 --> 00:31:38.460 that that would kind of poison the  
NOTE Confidence: 0.8915890575

00:31:38.505 --> 00:31:40.059 well and that you want to have  
NOTE Confidence: 0.8915890575

00:31:40.059 --> 00:31:41.319 somebody have this fresh start.  
NOTE Confidence: 0.8915890575

00:31:41.320 --> 00:31:43.723 And I I it's really nice to have the  
NOTE Confidence: 0.8915890575

00:31:43.723 --> 00:31:46.048 evidence to support the fact that that  
NOTE Confidence: 0.8915890575

00:31:46.048 --> 00:31:48.272 was potentially a really good idea  
NOTE Confidence: 0.8915890575

00:31:48.272 --> 00:31:50.600 in a high stakes grading environment.  
NOTE Confidence: 0.8915890575

00:31:50.600 --> 00:31:52.259 I think in a pass fail environment  
NOTE Confidence: 0.8915890575

00:31:52.259 --> 00:31:54.112 we would hope that we could just  
NOTE Confidence: 0.8915890575

00:31:54.112 --> 00:31:55.200 continue to support them.  
NOTE Confidence: 0.8915890575

00:31:55.200 --> 00:31:56.770 But I could see the tension if it was a  
NOTE Confidence: 0.8915890575

00:31:56.819 --> 00:31:58.597 higher stakes and somebody could be labeled.  
NOTE Confidence: 0.8915890575

00:31:58.600 --> 00:31:58.720 Yeah,

NOTE Confidence: 0.850318491052631

00:32:00.200 --> 00:32:02.688 I think that's such a a double edged

NOTE Confidence: 0.850318491052631

00:32:02.688 --> 00:32:04.220 sword conversation that I think

NOTE Confidence: 0.850318491052631

00:32:04.220 --> 00:32:05.918 all educators need to have about

NOTE Confidence: 0.8714723645

00:32:08.040 --> 00:32:10.206 our. Often times our education systems

NOTE Confidence: 0.8714723645

00:32:10.206 --> 00:32:13.105 are chopped up such that when a student

NOTE Confidence: 0.8714723645

00:32:13.105 --> 00:32:15.193 enters into a new educational space,

NOTE Confidence: 0.8714723645

00:32:15.200 --> 00:32:16.958 it's almost like they're starting over.

NOTE Confidence: 0.8714723645

00:32:16.960 --> 00:32:18.598 Which I think could be a really great thing.

NOTE Confidence: 0.8714723645

00:32:18.600 --> 00:32:21.090 And that we're not biased towards or

NOTE Confidence: 0.8714723645

00:32:21.090 --> 00:32:23.400 against anything with this new learner.

NOTE Confidence: 0.8714723645

00:32:23.400 --> 00:32:25.458 But it also could be a detrimental

NOTE Confidence: 0.8714723645

00:32:25.458 --> 00:32:27.730 thing in that a learner might not

NOTE Confidence: 0.8714723645

00:32:27.730 --> 00:32:29.716 have the ongoing support they need

NOTE Confidence: 0.8714723645

00:32:29.781 --> 00:32:31.744 to continue to build their skills

NOTE Confidence: 0.8714723645

00:32:31.744 --> 00:32:33.952 with the support of a experienced

NOTE Confidence: 0.8714723645

00:32:33.952 --> 00:32:36.040 educator or experienced clinician or  
NOTE Confidence: 0.8714723645

00:32:36.040 --> 00:32:38.115 whatever field they're working in.  
NOTE Confidence: 0.8714723645

00:32:38.120 --> 00:32:40.536 So it can often be really challenging to  
NOTE Confidence: 0.8714723645

00:32:40.536 --> 00:32:42.539 think about these types of things because  
NOTE Confidence: 0.8714723645

00:32:42.539 --> 00:32:45.158 we do want to be fair to our learners,  
NOTE Confidence: 0.8714723645

00:32:45.160 --> 00:32:46.776 but we also want to make sure they're  
NOTE Confidence: 0.8714723645

00:32:46.776 --> 00:32:48.480 supported in the reaching the ultimate goal,  
NOTE Confidence: 0.8714723645

00:32:48.480 --> 00:32:51.632 which is to practice medicine or to become  
NOTE Confidence: 0.8714723645

00:32:51.632 --> 00:32:54.398 a medical librarian or to become a,  
NOTE Confidence: 0.8714723645

00:32:54.400 --> 00:32:57.020 you know, a physician's associate  
NOTE Confidence: 0.8714723645

00:32:57.020 --> 00:32:59.640 or whatever their goal is.  
NOTE Confidence: 0.8714723645

00:32:59.640 --> 00:33:00.680 So the question is how?  
NOTE Confidence: 0.8714723645

00:33:00.680 --> 00:33:02.920 How can we move forward?  
NOTE Confidence: 0.8714723645

00:33:02.920 --> 00:33:05.352 I think this brought up a lot of  
NOTE Confidence: 0.8714723645

00:33:05.352 --> 00:33:07.015 really controversial and also just  
NOTE Confidence: 0.8714723645

00:33:07.015 --> 00:33:08.675 challenging things that we wrestle

NOTE Confidence: 0.8714723645

00:33:08.675 --> 00:33:11.055 with that I don't think are just going

NOTE Confidence: 0.8714723645

00:33:11.055 --> 00:33:13.159 to disappear with a lot of training.

NOTE Confidence: 0.8714723645

00:33:13.159 --> 00:33:15.157 They're they're going to be ongoing

NOTE Confidence: 0.8714723645

00:33:15.157 --> 00:33:17.357 things that we have to be attentive to.

NOTE Confidence: 0.8714723645

00:33:17.360 --> 00:33:19.656 So number one is to just be aware

NOTE Confidence: 0.8714723645

00:33:19.656 --> 00:33:21.837 that bias is part of the lexicon.

NOTE Confidence: 0.8714723645

00:33:21.840 --> 00:33:24.878 Bias is part of our daily lives.

NOTE Confidence: 0.8714723645

00:33:24.880 --> 00:33:25.440 You know,

NOTE Confidence: 0.8714723645

00:33:25.440 --> 00:33:28.000 we used to really see bias as like bad,

NOTE Confidence: 0.8714723645

00:33:28.000 --> 00:33:30.680 that it's a aberrant, intentional,

NOTE Confidence: 0.8714723645

00:33:30.680 --> 00:33:33.560 conscious thing that we do.

NOTE Confidence: 0.8714723645

00:33:33.560 --> 00:33:34.598 But in fact,

NOTE Confidence: 0.8714723645

00:33:34.598 --> 00:33:36.674 we understand bias now as normative.

NOTE Confidence: 0.8714723645

00:33:36.680 --> 00:33:37.640 It's unconscious,

NOTE Confidence: 0.8714723645

00:33:37.640 --> 00:33:40.520 it's often simmering under the surface,

NOTE Confidence: 0.8714723645

00:33:40.520 --> 00:33:42.224 and it's largely unintentional.  
NOTE Confidence: 0.8714723645

00:33:42.224 --> 00:33:45.385 I don't any of us go into encounters  
NOTE Confidence: 0.8714723645

00:33:45.385 --> 00:33:47.951 with our learners intending to be  
NOTE Confidence: 0.8714723645

00:33:47.951 --> 00:33:50.076 biased towards or against them.  
NOTE Confidence: 0.8714723645

00:33:50.080 --> 00:33:52.680 We want to be fair.  
NOTE Confidence: 0.8714723645

00:33:52.680 --> 00:33:55.039 And so we just have to recognize  
NOTE Confidence: 0.8714723645

00:33:55.039 --> 00:33:57.818 that this is part of our hard wiring  
NOTE Confidence: 0.8714723645

00:33:57.818 --> 00:34:00.146 and sometimes even though we go into  
NOTE Confidence: 0.8714723645

00:34:00.146 --> 00:34:02.319 interactions with the best of intentions,  
NOTE Confidence: 0.8714723645

00:34:02.320 --> 00:34:05.120 depending on what might be going on,  
NOTE Confidence: 0.8714723645

00:34:05.120 --> 00:34:08.000 you know whether it be a high stakes  
NOTE Confidence: 0.8714723645

00:34:08.000 --> 00:34:10.316 situation or past patterns or those  
NOTE Confidence: 0.8714723645

00:34:10.316 --> 00:34:12.710 types of things that can result  
NOTE Confidence: 0.8714723645

00:34:12.791 --> 00:34:15.155 in actions that we don't intend.  
NOTE Confidence: 0.8714723645

00:34:15.160 --> 00:34:17.029 And just as another piece of evidence  
NOTE Confidence: 0.8714723645

00:34:17.029 --> 00:34:18.958 of that hard wiring in our brain,



NOTE Confidence: 0.8714723645  
00:34:18.960 --> 00:34:21.168 I think all of us when we're looking  
NOTE Confidence: 0.8714723645  
00:34:21.168 --> 00:34:23.079 at Block A and Block B we can,  
NOTE Confidence: 0.8714723645  
00:34:23.080 --> 00:34:24.360 we are looking at it.  
NOTE Confidence: 0.8714723645  
00:34:24.360 --> 00:34:26.280 They are definitely different colors,  
NOTE Confidence: 0.8714723645  
00:34:26.280 --> 00:34:28.530 but when we actually line up  
NOTE Confidence: 0.8714723645  
00:34:28.530 --> 00:34:30.839 that they're the exact same color  
NOTE Confidence: 0.8714723645  
00:34:30.840 --> 00:34:32.736 using these columns here.  
NOTE Confidence: 0.8714723645  
00:34:32.736 --> 00:34:34.158 And Despite that,  
NOTE Confidence: 0.8714723645  
00:34:34.160 --> 00:34:35.760 I still look at Block A and Block  
NOTE Confidence: 0.8714723645  
00:34:35.760 --> 00:34:37.599 B and I see two different colors.  
NOTE Confidence: 0.8714723645  
00:34:37.600 --> 00:34:39.838 It's kind of like that phenomenon  
NOTE Confidence: 0.8714723645  
00:34:39.838 --> 00:34:41.195 with the dress online,  
NOTE Confidence: 0.8714723645  
00:34:41.195 --> 00:34:42.605 that meme with the blue dress  
NOTE Confidence: 0.8714723645  
00:34:42.605 --> 00:34:43.640 and the gold dress.  
NOTE Confidence: 0.8714723645  
00:34:43.640 --> 00:34:44.600 No matter how many times  
NOTE Confidence: 0.8714723645

00:34:44.600 --> 00:34:45.560 I looked at that dress,  
NOTE Confidence: 0.8714723645

00:34:45.560 --> 00:34:48.443 I could never see gold and yet I  
NOTE Confidence: 0.8714723645

00:34:48.443 --> 00:34:51.120 knew people who saw it as as blue  
NOTE Confidence: 0.8714723645

00:34:51.120 --> 00:34:52.800 or as as gold themselves.  
NOTE Confidence: 0.8714723645

00:34:52.800 --> 00:34:55.176 So it's it can be really hard to  
NOTE Confidence: 0.8714723645

00:34:55.176 --> 00:34:56.659 unweigh themselves of that hard  
NOTE Confidence: 0.8714723645

00:34:56.659 --> 00:34:57.759 wiring of our brain.  
NOTE Confidence: 0.955796318076923

00:34:57.760 --> 00:34:59.776 So first of all, one of the things  
NOTE Confidence: 0.955796318076923

00:34:59.776 --> 00:35:01.901 that can be helpful is just being  
NOTE Confidence: 0.955796318076923

00:35:01.901 --> 00:35:03.456 conscious of the things that  
NOTE Confidence: 0.955796318076923

00:35:03.519 --> 00:35:05.397 make us more prone towards bias.  
NOTE Confidence: 0.955796318076923

00:35:05.400 --> 00:35:07.928 So stress, time constraints,  
NOTE Confidence: 0.955796318076923

00:35:07.928 --> 00:35:11.088 doing multiple tasks at the  
NOTE Confidence: 0.955796318076923

00:35:11.088 --> 00:35:12.840 same time need foreclosure.  
NOTE Confidence: 0.955796318076923

00:35:12.840 --> 00:35:14.640 So I don't know about you,  
NOTE Confidence: 0.955796318076923

00:35:14.640 --> 00:35:16.691 but sometimes I get a little bit

NOTE Confidence: 0.955796318076923  
00:35:16.691 --> 00:35:18.562 behind on my evaluations and I  
NOTE Confidence: 0.955796318076923  
00:35:18.562 --> 00:35:21.235 need to get them done to meet that  
NOTE Confidence: 0.955796318076923  
00:35:21.235 --> 00:35:23.520 deadline for that clerkship director.  
NOTE Confidence: 0.955796318076923  
00:35:23.520 --> 00:35:25.584 So I need to do that evaluation as  
NOTE Confidence: 0.955796318076923  
00:35:25.584 --> 00:35:28.404 quickly as possible to get that closure fear.  
NOTE Confidence: 0.955796318076923  
00:35:28.404 --> 00:35:31.720 And I think Ben brought up that good,  
NOTE Confidence: 0.955796318076923  
00:35:31.720 --> 00:35:33.520 that good point of you know,  
NOTE Confidence: 0.955796318076923  
00:35:33.520 --> 00:35:35.970 like what is the impact of this  
NOTE Confidence: 0.955796318076923  
00:35:35.970 --> 00:35:38.636 learner if I were to evaluate them  
NOTE Confidence: 0.955796318076923  
00:35:38.640 --> 00:35:41.080 based on this rubric fatigue.  
NOTE Confidence: 0.955796318076923  
00:35:41.080 --> 00:35:43.096 So these are all things that all  
NOTE Confidence: 0.955796318076923  
00:35:43.096 --> 00:35:45.604 of us no matter what our workspace  
NOTE Confidence: 0.955796318076923  
00:35:45.604 --> 00:35:47.056 is encounter all the time.  
NOTE Confidence: 0.955796318076923  
00:35:47.056 --> 00:35:48.912 So these are things that make us  
NOTE Confidence: 0.955796318076923  
00:35:48.912 --> 00:35:50.438 a little bit more prone to bias,  
NOTE Confidence: 0.955796318076923

00:35:50.440 --> 00:35:52.435 more prone to make those cognitive leaps.

NOTE Confidence: 0.93855632

00:35:54.720 --> 00:35:56.448 Can we control this?

NOTE Confidence: 0.93855632

00:35:56.448 --> 00:35:57.856 Well, it can't be totally

NOTE Confidence: 0.93855632

00:35:57.856 --> 00:35:59.076 trained out of our brains.

NOTE Confidence: 0.93855632

00:35:59.080 --> 00:36:00.370 Just as we looked at

NOTE Confidence: 0.93855632

00:36:00.370 --> 00:36:01.840 those block A and Block B,

NOTE Confidence: 0.93855632

00:36:01.840 --> 00:36:04.756 it can be hard to escape that hard wiring.

NOTE Confidence: 0.93855632

00:36:04.760 --> 00:36:07.308 But we can try to be very

NOTE Confidence: 0.93855632

00:36:07.308 --> 00:36:08.918 intentional about our implicit

NOTE Confidence: 0.93855632

00:36:08.918 --> 00:36:12.005 attitudes and try our best to curb

NOTE Confidence: 0.93855632

00:36:12.005 --> 00:36:14.439 their effects on our assessments.

NOTE Confidence: 0.93855632

00:36:14.440 --> 00:36:16.712 One of my very good friends was just

NOTE Confidence: 0.93855632

00:36:16.712 --> 00:36:18.950 telling me about a mental exercise she

NOTE Confidence: 0.93855632

00:36:18.950 --> 00:36:21.058 does in this respect about patients,

NOTE Confidence: 0.93855632

00:36:21.058 --> 00:36:23.921 where every single day she and her

NOTE Confidence: 0.93855632

00:36:23.921 --> 00:36:26.044 residents would say something kind

NOTE Confidence: 0.93855632

00:36:26.044 --> 00:36:28.089 and positive about every patient

NOTE Confidence: 0.93855632

00:36:28.089 --> 00:36:31.156 on their service just to create an

NOTE Confidence: 0.93855632

00:36:31.156 --> 00:36:32.876 implicit attitude of positivity

NOTE Confidence: 0.93855632

00:36:32.880 --> 00:36:36.656 towards the patients Being objective.

NOTE Confidence: 0.93855632

00:36:36.656 --> 00:36:38.840 Honestly, self reflecting,

NOTE Confidence: 0.93855632

00:36:38.840 --> 00:36:40.862 recognizing that you will have biases

NOTE Confidence: 0.93855632

00:36:40.862 --> 00:36:42.824 and trying to pinpoint where those

NOTE Confidence: 0.93855632

00:36:42.824 --> 00:36:44.749 might be coming from and what kind

NOTE Confidence: 0.93855632

00:36:44.749 --> 00:36:46.663 of implicit assumptions that you come

NOTE Confidence: 0.93855632

00:36:46.663 --> 00:36:49.485 to the table with can be really helpful.

NOTE Confidence: 0.93855632

00:36:49.485 --> 00:36:51.560 I would say external feedback

NOTE Confidence: 0.93855632

00:36:51.560 --> 00:36:53.999 can also be extremely helpful.

NOTE Confidence: 0.93855632

00:36:54.000 --> 00:36:56.450 One of the exercises that I have

NOTE Confidence: 0.93855632

00:36:56.450 --> 00:36:57.975 found personally helpful is

NOTE Confidence: 0.93855632

00:36:57.975 --> 00:36:59.599 for letters of recommendation,

NOTE Confidence: 0.93855632

00:36:59.600 --> 00:37:01.920 having someone else read them to  
NOTE Confidence: 0.93855632

00:37:01.920 --> 00:37:04.080 make sure that you're using language  
NOTE Confidence: 0.93855632

00:37:04.080 --> 00:37:05.829 that actually encapsulates the  
NOTE Confidence: 0.93855632

00:37:05.829 --> 00:37:08.607 ability of the individual that you  
NOTE Confidence: 0.93855632

00:37:08.607 --> 00:37:11.237 are writing that that letter For.  
NOTE Confidence: 0.93855632

00:37:11.240 --> 00:37:13.552 Some things that you can do to help  
NOTE Confidence: 0.93855632

00:37:13.552 --> 00:37:15.479 to reduce bias and assessment.  
NOTE Confidence: 0.93855632

00:37:15.480 --> 00:37:16.935 First and foremost,  
NOTE Confidence: 0.93855632

00:37:16.935 --> 00:37:18.875 attending sessions like this.  
NOTE Confidence: 0.93855632

00:37:18.880 --> 00:37:21.350 Starting to recognize where you're  
NOTE Confidence: 0.93855632

00:37:21.350 --> 00:37:23.326 making inferences about learners  
NOTE Confidence: 0.93855632

00:37:23.326 --> 00:37:24.841 assumptions or categorizing  
NOTE Confidence: 0.93855632

00:37:24.841 --> 00:37:26.757 learners into certain buckets.  
NOTE Confidence: 0.93855632

00:37:26.760 --> 00:37:28.848 Starting to move your language into  
NOTE Confidence: 0.93855632

00:37:28.848 --> 00:37:30.240 more behaviorally based language.  
NOTE Confidence: 0.93855632

00:37:30.240 --> 00:37:33.970 I understand there was a session recently

NOTE Confidence: 0.93855632

00:37:33.970 --> 00:37:36.700 for YES where there was some talk

NOTE Confidence: 0.93855632

00:37:36.700 --> 00:37:39.358 about creating a good written assessments.

NOTE Confidence: 0.93855632

00:37:39.360 --> 00:37:41.288 So avoiding personality focused

NOTE Confidence: 0.93855632

00:37:41.288 --> 00:37:44.180 language like somebody was kind and

NOTE Confidence: 0.93855632

00:37:44.256 --> 00:37:46.890 instead focusing more on what specific

NOTE Confidence: 0.93855632

00:37:46.890 --> 00:37:49.680 actions that they took to made them

NOTE Confidence: 0.93855632

00:37:49.680 --> 00:37:53.400 seem kind or made them seem in that way.

NOTE Confidence: 0.93855632

00:37:53.400 --> 00:37:56.977 And then also focusing on how you're

NOTE Confidence: 0.93855632

00:37:56.977 --> 00:37:59.359 writing words using instruments and

NOTE Confidence: 0.93855632

00:37:59.359 --> 00:38:01.624 guides and actually reading through

NOTE Confidence: 0.93855632

00:38:01.624 --> 00:38:03.920 what language you're expecting to rate

NOTE Confidence: 0.93855632

00:38:03.920 --> 00:38:06.999 or grade that person on can be very helpful.

NOTE Confidence: 0.93855632

00:38:07.000 --> 00:38:09.225 So using those actual criteria

NOTE Confidence: 0.93855632

00:38:09.225 --> 00:38:11.362 about what you physically observed

NOTE Confidence: 0.93855632

00:38:11.362 --> 00:38:14.169 in the workspace or in the learning

NOTE Confidence: 0.93855632

00:38:14.169 --> 00:38:15.959 space can be very helpful.  
NOTE Confidence: 0.93855632

00:38:15.960 --> 00:38:18.319 Using checklists can be very helpful too,  
NOTE Confidence: 0.93855632

00:38:18.320 --> 00:38:21.554 to objectify things a little bit more,  
NOTE Confidence: 0.93855632

00:38:21.560 --> 00:38:24.161 and then also for those of you who are  
NOTE Confidence: 0.93855632

00:38:24.161 --> 00:38:26.957 course directors or clerkship directors More.  
NOTE Confidence: 0.93855632

00:38:26.960 --> 00:38:28.444 Observations from different faculty  
NOTE Confidence: 0.93855632

00:38:28.444 --> 00:38:30.299 of different backgrounds can also  
NOTE Confidence: 0.93855632

00:38:30.299 --> 00:38:31.961 be helpful in mitigating biases  
NOTE Confidence: 0.93855632

00:38:31.961 --> 00:38:33.197 on a single learner  
NOTE Confidence: 0.924840985714286

00:38:36.360 --> 00:38:38.576 individually. Just recognize that  
NOTE Confidence: 0.924840985714286

00:38:38.576 --> 00:38:41.518 you have bias and give feedback.  
NOTE Confidence: 0.924840985714286

00:38:41.518 --> 00:38:44.074 You can review your assessments individually,  
NOTE Confidence: 0.924840985714286

00:38:44.080 --> 00:38:46.912 so taking a step back from your assessments  
NOTE Confidence: 0.924840985714286

00:38:46.912 --> 00:38:48.813 and just reading them specifically  
NOTE Confidence: 0.924840985714286

00:38:48.813 --> 00:38:52.120 only to try to detect bias in language.  
NOTE Confidence: 0.924840985714286

00:38:52.120 --> 00:38:53.998 Have a trusted colleague read them,



NOTE Confidence: 0.924840985714286  
00:38:54.000 --> 00:38:56.107 or I'll introduce a tool on gender  
NOTE Confidence: 0.924840985714286  
00:38:56.107 --> 00:38:58.412 bias in just a second that you can  
NOTE Confidence: 0.924840985714286  
00:38:58.412 --> 00:39:01.264 use to see to start to detect some of  
NOTE Confidence: 0.924840985714286  
00:39:01.264 --> 00:39:03.680 the language that you might be using.  
NOTE Confidence: 0.924840985714286  
00:39:03.680 --> 00:39:05.546 Practice constructive uncertainty.  
NOTE Confidence: 0.924840985714286  
00:39:05.546 --> 00:39:09.900 So really try to pause as you're  
NOTE Confidence: 0.924840985714286  
00:39:10.002 --> 00:39:10.989 making assessments,  
NOTE Confidence: 0.924840985714286  
00:39:10.989 --> 00:39:13.134 observe yourself in action and  
NOTE Confidence: 0.924840985714286  
00:39:13.134 --> 00:39:15.281 more thoughtfully consider the way  
NOTE Confidence: 0.924840985714286  
00:39:15.281 --> 00:39:17.116 that you're seeing that situation.  
NOTE Confidence: 0.924840985714286  
00:39:17.120 --> 00:39:19.745 And I'll give you a little acronym  
NOTE Confidence: 0.924840985714286  
00:39:19.745 --> 00:39:22.855 in the next slide to kind of think  
NOTE Confidence: 0.924840985714286  
00:39:22.855 --> 00:39:24.800 about embrace the awkwardness  
NOTE Confidence: 0.924840985714286  
00:39:24.800 --> 00:39:26.880 and discomfort of this.  
NOTE Confidence: 0.924840985714286  
00:39:26.880 --> 00:39:30.273 Again, I think a lot of us feel uncomfortable  
NOTE Confidence: 0.924840985714286

00:39:30.273 --> 00:39:32.238 recognizing that we do have biases.  
NOTE Confidence: 0.924840985714286

00:39:32.240 --> 00:39:35.312 And so embracing that and recognizing  
NOTE Confidence: 0.924840985714286

00:39:35.312 --> 00:39:38.679 that that is part of our hard  
NOTE Confidence: 0.924840985714286

00:39:38.679 --> 00:39:41.121 wiring as humans and by recognizing  
NOTE Confidence: 0.924840985714286

00:39:41.121 --> 00:39:43.126 where we have implicit assumptions  
NOTE Confidence: 0.924840985714286

00:39:43.126 --> 00:39:44.960 and addressing those head on,  
NOTE Confidence: 0.924840985714286

00:39:44.960 --> 00:39:47.822 that can be very helpful and engage  
NOTE Confidence: 0.924840985714286

00:39:47.822 --> 00:39:49.077 with those who are different,  
NOTE Confidence: 0.924840985714286

00:39:49.080 --> 00:39:50.778 hear their perspectives,  
NOTE Confidence: 0.924840985714286

00:39:50.778 --> 00:39:53.608 be interested in their viewpoints  
NOTE Confidence: 0.924840985714286

00:39:53.608 --> 00:39:57.235 and the way that they see the world.  
NOTE Confidence: 0.924840985714286

00:39:57.240 --> 00:39:58.800 I found this acronym to be really helpful.  
NOTE Confidence: 0.924840985714286

00:39:58.800 --> 00:39:59.679 It's called pause.  
NOTE Confidence: 0.924840985714286

00:39:59.679 --> 00:40:02.701 And this could be a way that you as you  
NOTE Confidence: 0.924840985714286

00:40:02.701 --> 00:40:04.801 fill out those mud hub evaluations or  
NOTE Confidence: 0.924840985714286

00:40:04.864 --> 00:40:07.049 filling out an intrusible professional

NOTE Confidence: 0.924840985714286  
00:40:07.049 --> 00:40:09.523 activity or any assessment that you  
NOTE Confidence: 0.924840985714286  
00:40:09.523 --> 00:40:11.787 do in your learning space could be a  
NOTE Confidence: 0.924840985714286  
00:40:11.787 --> 00:40:14.056 great way to think about your learner  
NOTE Confidence: 0.924840985714286  
00:40:14.056 --> 00:40:16.080 as you're doing that assessment.  
NOTE Confidence: 0.924840985714286  
00:40:16.080 --> 00:40:16.700 So 1st,  
NOTE Confidence: 0.924840985714286  
00:40:16.700 --> 00:40:18.560 pay attention to what you're assessing.  
NOTE Confidence: 0.924840985714286  
00:40:18.560 --> 00:40:19.402 You know,  
NOTE Confidence: 0.924840985714286  
00:40:19.402 --> 00:40:22.349 what is the objective activity or skill  
NOTE Confidence: 0.924840985714286  
00:40:22.349 --> 00:40:25.396 set that I'm trying to look at here?  
NOTE Confidence: 0.924840985714286  
00:40:25.400 --> 00:40:27.716 So what are the goals for  
NOTE Confidence: 0.924840985714286  
00:40:27.716 --> 00:40:28.874 this particular learner?  
NOTE Confidence: 0.924840985714286  
00:40:28.880 --> 00:40:30.475 Acknowledge that you come to  
NOTE Confidence: 0.924840985714286  
00:40:30.475 --> 00:40:32.561 the table with your own biases  
NOTE Confidence: 0.924840985714286  
00:40:32.561 --> 00:40:34.277 and reactions and judgments,  
NOTE Confidence: 0.924840985714286  
00:40:34.280 --> 00:40:36.116 and really try to think about  
NOTE Confidence: 0.924840985714286

00:40:36.116 --> 00:40:37.960 why you're seeing it that way.  
NOTE Confidence: 0.924840985714286

00:40:37.960 --> 00:40:39.988 And understand that maybe somebody might  
NOTE Confidence: 0.924840985714286

00:40:39.988 --> 00:40:42.438 see it a different way than you would  
NOTE Confidence: 0.924840985714286

00:40:42.440 --> 00:40:45.240 try to be as objective as possible,  
NOTE Confidence: 0.924840985714286

00:40:45.240 --> 00:40:47.333 really be actionable in the way that  
NOTE Confidence: 0.924840985714286

00:40:47.333 --> 00:40:49.300 you provide that feedback to that  
NOTE Confidence: 0.924840985714286

00:40:49.300 --> 00:40:51.000 learner and execute the assessment  
NOTE Confidence: 0.924840985714286

00:40:51.000 --> 00:40:53.040 in a way that minimizes bias.  
NOTE Confidence: 0.89690404125

00:40:55.320 --> 00:40:57.848 So I wanted to share with you an  
NOTE Confidence: 0.89690404125

00:40:57.848 --> 00:40:59.996 assessment that I did on on a learner.  
NOTE Confidence: 0.89690404125

00:41:00.000 --> 00:41:01.995 This is anonymized and this is person  
NOTE Confidence: 0.89690404125

00:41:01.995 --> 00:41:03.400 that graduated many years ago.  
NOTE Confidence: 0.89690404125

00:41:03.400 --> 00:41:07.740 So I wanted to see if you guys could see  
NOTE Confidence: 0.89690404125

00:41:07.740 --> 00:41:10.486 if there might be any biased language  
NOTE Confidence: 0.89690404125

00:41:10.486 --> 00:41:12.062 in this individual's assessment.  
NOTE Confidence: 0.89690404125

00:41:12.062 --> 00:41:14.408 Would anyone be willing to volunteer

NOTE Confidence: 0.89690404125

00:41:14.408 --> 00:41:16.717 to read this out loud to the group

NOTE Confidence: 0.9695824075

00:41:19.800 --> 00:41:20.560 I don't mind reading.

NOTE Confidence: 0.889662305

00:41:21.080 --> 00:41:22.400 All right. Thank you so much.

NOTE Confidence: 0.89271524173913

00:41:24.920 --> 00:41:26.540 I very much enjoyed working with

NOTE Confidence: 0.89271524173913

00:41:26.540 --> 00:41:28.222 M They worked hard to ensure

NOTE Confidence: 0.89271524173913

00:41:28.222 --> 00:41:29.302 their patients were attended

NOTE Confidence: 0.89271524173913

00:41:29.302 --> 00:41:31.398 to and was a great team player.

NOTE Confidence: 0.89271524173913

00:41:31.400 --> 00:41:32.786 I appreciate the effort they went

NOTE Confidence: 0.89271524173913

00:41:32.786 --> 00:41:34.439 to and caring for their patients,

NOTE Confidence: 0.89271524173913

00:41:34.440 --> 00:41:35.948 calling consults, pharmacies and

NOTE Confidence: 0.89271524173913

00:41:35.948 --> 00:41:37.833 doing other intern level tasks.

NOTE Confidence: 0.89271524173913

00:41:37.840 --> 00:41:39.430 They were very open to feedback

NOTE Confidence: 0.89271524173913

00:41:39.430 --> 00:41:40.902 and actively worked to improve

NOTE Confidence: 0.89271524173913

00:41:40.902 --> 00:41:42.318 their performance every day.

NOTE Confidence: 0.89271524173913

00:41:42.320 --> 00:41:44.558 It was clear they heard and

NOTE Confidence: 0.89271524173913

00:41:44.558 --> 00:41:45.677 incorporated feedback consistently.  
NOTE Confidence: 0.89271524173913

00:41:45.680 --> 00:41:47.420 They also worked very hard on  
NOTE Confidence: 0.89271524173913

00:41:47.420 --> 00:41:49.070 improving their cardiac exam and by  
NOTE Confidence: 0.89271524173913

00:41:49.070 --> 00:41:50.610 the end of our two weeks together  
NOTE Confidence: 0.89271524173913

00:41:50.610 --> 00:41:52.380 was better able to identify and  
NOTE Confidence: 0.89271524173913

00:41:52.380 --> 00:41:53.880 describe the murmurs They heard.  
NOTE Confidence: 0.89271524173913

00:41:53.880 --> 00:41:55.866 M could work on developing their  
NOTE Confidence: 0.89271524173913

00:41:55.866 --> 00:41:57.190 differential diagnosis of common  
NOTE Confidence: 0.89271524173913

00:41:57.249 --> 00:41:59.237 inpatient internal medicine complaints,  
NOTE Confidence: 0.89271524173913

00:41:59.240 --> 00:42:00.640 GI bleed, tachycardia, angina.  
NOTE Confidence: 0.89271524173913

00:42:00.640 --> 00:42:02.740 Often their differentials were based on  
NOTE Confidence: 0.89271524173913

00:42:02.796 --> 00:42:04.800 either previously established diagnosis,  
NOTE Confidence: 0.89271524173913

00:42:04.800 --> 00:42:06.718 even in the setting of new data,  
NOTE Confidence: 0.89271524173913

00:42:06.720 --> 00:42:08.834 or a limited list of possible alternatives.  
NOTE Confidence: 0.89271524173913

00:42:08.840 --> 00:42:10.530 Some of the assigned cases  
NOTE Confidence: 0.89271524173913

00:42:10.530 --> 00:42:11.882 simulation online courses provided

NOTE Confidence: 0.89271524173913

00:42:11.882 --> 00:42:13.920 by the clerkship would be helpful.

NOTE Confidence: 0.892513094285714

00:42:15.920 --> 00:42:18.594 All right. What do you guys think?

NOTE Confidence: 0.892513094285714

00:42:18.600 --> 00:42:21.078 Do you see any language in here?

NOTE Confidence: 0.892513094285714

00:42:21.080 --> 00:42:24.158 And this is not a loaded question at all.

NOTE Confidence: 0.892513094285714

00:42:24.160 --> 00:42:25.512 Is this a unbiased?

NOTE Confidence: 0.892513094285714

00:42:25.512 --> 00:42:28.588 Do you see some language in here that

NOTE Confidence: 0.892513094285714

00:42:28.588 --> 00:42:31.045 could potentially point to certain

NOTE Confidence: 0.892513094285714

00:42:31.045 --> 00:42:33.520 gender or other affinity biases?

NOTE Confidence: 0.8497569075

00:42:40.760 --> 00:42:43.226 I think you expand on the

NOTE Confidence: 0.8497569075

00:42:43.226 --> 00:42:45.879 characterization as a great team player.

NOTE Confidence: 0.8497569075

00:42:45.880 --> 00:42:47.200 But in the next sentence,

NOTE Confidence: 0.8497569075

00:42:47.200 --> 00:42:49.768 but maybe maybe also there were

NOTE Confidence: 0.8497569075

00:42:49.768 --> 00:42:51.960 other ideas or emotions you're

NOTE Confidence: 0.8497569075

00:42:51.960 --> 00:42:54.480 experiencing when you typed that, that,

NOTE Confidence: 0.752510802

00:42:56.520 --> 00:42:58.800 that, that biased that characterization.

NOTE Confidence: 0.82208057625

00:43:00.280 --> 00:43:01.390 What what do you what are  
NOTE Confidence: 0.82208057625

00:43:01.390 --> 00:43:04.480 you thinking, Ben? Oh,  
NOTE Confidence: 0.90160277

00:43:04.480 --> 00:43:05.920 like maybe you liked the person,  
NOTE Confidence: 0.90160277

00:43:05.920 --> 00:43:07.996 'cause they had a, you know,  
NOTE Confidence: 0.90160277

00:43:08.000 --> 00:43:11.422 they had appropriate use of humor and they  
NOTE Confidence: 0.90160277

00:43:11.422 --> 00:43:15.118 made cookies and they were willing to do,  
NOTE Confidence: 0.90160277

00:43:15.120 --> 00:43:16.720 I don't know, you know,  
NOTE Confidence: 0.90160277

00:43:16.720 --> 00:43:18.958 they're willing to go pick up  
NOTE Confidence: 0.90160277

00:43:18.960 --> 00:43:21.320 paperwork or something like that.  
NOTE Confidence: 0.90160277

00:43:21.320 --> 00:43:23.320 I don't know. It's not the best example.  
NOTE Confidence: 0.90160277

00:43:23.320 --> 00:43:24.568 It's just kind of the first  
NOTE Confidence: 0.90160277

00:43:24.568 --> 00:43:25.400 thing I landed upon.  
NOTE Confidence: 0.90160277

00:43:25.400 --> 00:43:26.896 Yeah, the cookie bias.  
NOTE Confidence: 0.90160277

00:43:26.896 --> 00:43:29.358 I I will say if somebody makes cookies,  
NOTE Confidence: 0.944367786666667

00:43:29.360 --> 00:43:32.496 I do. I do feel positive thoughts  
NOTE Confidence: 0.944367786666667

00:43:32.496 --> 00:43:34.120 about them. Anyone else want to



NOTE Confidence: 0.944367786666667  
00:43:34.120 --> 00:43:35.640 thank you so much Ben for reading. I  
NOTE Confidence: 0.41195302  
00:43:35.680 --> 00:43:36.799 would add, you  
NOTE Confidence: 0.944045779  
00:43:36.800 --> 00:43:38.192 know normally I would say I  
NOTE Confidence: 0.944045779  
00:43:38.192 --> 00:43:39.952 don't see a lot of bias in this,  
NOTE Confidence: 0.944045779  
00:43:39.952 --> 00:43:41.590 looks like actually a pretty good  
NOTE Confidence: 0.944045779  
00:43:41.590 --> 00:43:43.080 evaluation with some specific details.  
NOTE Confidence: 0.944045779  
00:43:43.080 --> 00:43:45.320 I think after what we spoke about  
NOTE Confidence: 0.944045779  
00:43:45.320 --> 00:43:46.980 I I'm just going to take a wild  
NOTE Confidence: 0.944045779  
00:43:46.980 --> 00:43:48.840 guess and say this was someone  
NOTE Confidence: 0.944045779  
00:43:48.840 --> 00:43:51.176 evaluating a man because they were  
NOTE Confidence: 0.944045779  
00:43:51.176 --> 00:43:53.224 very specific as opposed to saying  
NOTE Confidence: 0.944045779  
00:43:53.224 --> 00:43:55.360 like they lacked confidence or so  
NOTE Confidence: 0.944045779  
00:43:55.360 --> 00:43:57.301 in a way I wonder about that but but  
NOTE Confidence: 0.944045779  
00:43:57.301 --> 00:43:59.720 honestly I don't see a lot of bias.  
NOTE Confidence: 0.70011026  
00:44:00.960 --> 00:44:02.760 Great. I would  
NOTE Confidence: 0.850029834444444

00:44:03.520 --> 00:44:06.650 I would say leading with  
NOTE Confidence: 0.8500298344444444

00:44:06.650 --> 00:44:09.154 with a subjective assessment.  
NOTE Confidence: 0.8500298344444444

00:44:09.160 --> 00:44:11.220 I very much enjoyed working with  
NOTE Confidence: 0.8500298344444444

00:44:11.220 --> 00:44:14.090 so and so automatically sets up the  
NOTE Confidence: 0.8500298344444444

00:44:14.090 --> 00:44:18.159 reader to interpret the the assessment  
NOTE Confidence: 0.8500298344444444

00:44:18.160 --> 00:44:21.758 in a very specific way as opposed to  
NOTE Confidence: 0.8500298344444444

00:44:21.758 --> 00:44:24.080 leading with objective measurements.  
NOTE Confidence: 0.9260377083333333

00:44:24.600 --> 00:44:26.478 I would wholeheartedly agree with that,  
NOTE Confidence: 0.9260377083333333

00:44:26.480 --> 00:44:28.706 and reading this again and again has  
NOTE Confidence: 0.9260377083333333

00:44:28.706 --> 00:44:31.042 made me realize that I start almost  
NOTE Confidence: 0.9260377083333333

00:44:31.042 --> 00:44:34.768 all my evaluations that way, which,  
NOTE Confidence: 0.9260377083333333

00:44:34.768 --> 00:44:37.304 like I did, enjoy working with them.  
NOTE Confidence: 0.9260377083333333

00:44:37.304 --> 00:44:39.040 But is that the most helpful thing?  
NOTE Confidence: 0.9260377083333333

00:44:39.040 --> 00:44:39.559 I don't know.  
NOTE Confidence: 0.25263637

00:44:41.800 --> 00:44:44.080 OK, go ahead, Ben. I just noticed  
NOTE Confidence: 0.93344946

00:44:44.080 --> 00:44:46.760 one peculiar turn of phrase

NOTE Confidence: 0.93344946

00:44:46.760 --> 00:44:48.148 in the second sentence.

NOTE Confidence: 0.93344946

00:44:48.148 --> 00:44:50.230 I appreciate the effort they went

NOTE Confidence: 0.93344946

00:44:50.292 --> 00:44:52.236 to and caring for their patients

NOTE Confidence: 0.93344946

00:44:52.240 --> 00:44:53.758 and that struck me as odd,

NOTE Confidence: 0.93344946

00:44:53.760 --> 00:44:58.425 like caring take is work rather

NOTE Confidence: 0.93344946

00:44:58.425 --> 00:45:01.215 than saying I appreciate the care

NOTE Confidence: 0.93344946

00:45:01.215 --> 00:45:03.919 they provided to their patients.

NOTE Confidence: 0.93344946

00:45:03.920 --> 00:45:09.332 So you know, that struck me as a little odd.

NOTE Confidence: 0.93344946

00:45:09.332 --> 00:45:11.376 And perhaps you're trying to say that

NOTE Confidence: 0.93344946

00:45:11.376 --> 00:45:13.957 this is not an empathetic patient person.

NOTE Confidence: 0.93344946

00:45:13.960 --> 00:45:17.230 They have to work hard to show

NOTE Confidence: 0.93344946

00:45:17.230 --> 00:45:19.920 that they cared perhaps and.

NOTE Confidence: 0.93344946

00:45:19.920 --> 00:45:21.920 And and of one perspective.

NOTE Confidence: 0.922442531538461

00:45:22.560 --> 00:45:24.255 Yeah, no, I think that's

NOTE Confidence: 0.922442531538461

00:45:24.255 --> 00:45:25.611 a really thoughtful and

NOTE Confidence: 0.922442531538461

00:45:25.611 --> 00:45:27.200 interesting perspective for sure.  
NOTE Confidence: 0.922442531538461

00:45:27.200 --> 00:45:29.000 I hadn't even noticed that.  
NOTE Confidence: 0.922442531538461

00:45:29.000 --> 00:45:30.260 See this is how external  
NOTE Confidence: 0.922442531538461

00:45:30.260 --> 00:45:31.520 feedback can be quite helpful.  
NOTE Confidence: 0.920736342307692

00:45:32.640 --> 00:45:35.195 Can I just point out that there's  
NOTE Confidence: 0.920736342307692

00:45:35.195 --> 00:45:37.915 another sort of tension in the whole  
NOTE Confidence: 0.920736342307692

00:45:37.915 --> 00:45:40.764 medical school and you know and course  
NOTE Confidence: 0.920736342307692

00:45:40.764 --> 00:45:43.540 director domain which is that to me,  
NOTE Confidence: 0.920736342307692

00:45:43.540 --> 00:45:45.160 I think starting with a statement  
NOTE Confidence: 0.920736342307692

00:45:45.160 --> 00:45:47.038 like I very much enjoyed working  
NOTE Confidence: 0.920736342307692

00:45:47.038 --> 00:45:49.216 with M and casting that, you know,  
NOTE Confidence: 0.920736342307692

00:45:49.216 --> 00:45:50.944 throwing out that Halo to begin  
NOTE Confidence: 0.920736342307692

00:45:50.944 --> 00:45:54.706 with in a way that's kind of like I  
NOTE Confidence: 0.920736342307692

00:45:54.706 --> 00:45:57.022 think it's helpful potentially in a  
NOTE Confidence: 0.920736342307692

00:45:57.022 --> 00:45:59.086 departmental letter for example, right.  
NOTE Confidence: 0.920736342307692

00:45:59.086 --> 00:46:01.042 I mean people are going quickly

NOTE Confidence: 0.920736342307692  
00:46:01.042 --> 00:46:02.755 you know program directors are  
NOTE Confidence: 0.920736342307692  
00:46:02.755 --> 00:46:04.759 reading a lot of those letters.  
NOTE Confidence: 0.920736342307692  
00:46:04.760 --> 00:46:05.940 They get they're getting nice  
NOTE Confidence: 0.920736342307692  
00:46:05.940 --> 00:46:07.120 positive feelings at the beginning  
NOTE Confidence: 0.920736342307692  
00:46:07.166 --> 00:46:08.236 of each of these evaluations.  
NOTE Confidence: 0.920736342307692  
00:46:08.240 --> 00:46:09.360 They're getting good feedback,  
NOTE Confidence: 0.920736342307692  
00:46:09.360 --> 00:46:10.512 good feedback, good feedback.  
NOTE Confidence: 0.920736342307692  
00:46:10.512 --> 00:46:11.400 I don't know.  
NOTE Confidence: 0.920736342307692  
00:46:11.400 --> 00:46:14.247 I mean it's it's the the goal of  
NOTE Confidence: 0.920736342307692  
00:46:14.247 --> 00:46:16.101 that letter is very different than  
NOTE Confidence: 0.920736342307692  
00:46:16.101 --> 00:46:18.413 the goal of the feedback here and  
NOTE Confidence: 0.920736342307692  
00:46:18.413 --> 00:46:20.413 yet we directly import the feedback  
NOTE Confidence: 0.920736342307692  
00:46:20.413 --> 00:46:22.674 into that letter as an example of,  
NOTE Confidence: 0.920736342307692  
00:46:22.680 --> 00:46:24.437 you know, how the student was assessed.  
NOTE Confidence: 0.920736342307692  
00:46:24.440 --> 00:46:26.056 So I'm not sure if that has more  
NOTE Confidence: 0.920736342307692

00:46:26.056 --> 00:46:27.997 of a place in this conversation,  
NOTE Confidence: 0.920736342307692

00:46:28.000 --> 00:46:29.160 but it's just something that comes to mind.  
NOTE Confidence: 0.918163450740741

00:46:29.800 --> 00:46:31.990 No, I think that's just another  
NOTE Confidence: 0.918163450740741

00:46:31.990 --> 00:46:34.653 example of that cascade we were talking  
NOTE Confidence: 0.918163450740741

00:46:34.653 --> 00:46:36.921 about before about like how little  
NOTE Confidence: 0.918163450740741

00:46:36.921 --> 00:46:39.506 things just feed together to change  
NOTE Confidence: 0.918163450740741

00:46:39.506 --> 00:46:41.392 someone's course in their educational,  
NOTE Confidence: 0.918163450740741

00:46:41.392 --> 00:46:44.700 you know, trajectory, which is unfair.  
NOTE Confidence: 0.918163450740741

00:46:44.700 --> 00:46:47.010 And there are so many dynamics there  
NOTE Confidence: 0.918163450740741

00:46:47.010 --> 00:46:49.300 that it's it's just hard, I think,  
NOTE Confidence: 0.918163450740741

00:46:49.300 --> 00:46:51.160 for us as educators to navigate.  
NOTE Confidence: 0.918163450740741

00:46:51.160 --> 00:46:53.960 It's also hard for us to even talk  
NOTE Confidence: 0.918163450740741

00:46:53.960 --> 00:46:55.630 with students about it, you know,  
NOTE Confidence: 0.918163450740741

00:46:55.630 --> 00:46:57.555 'cause we want them to be successful,  
NOTE Confidence: 0.918163450740741

00:46:57.560 --> 00:46:59.318 not only to achieve their goals,  
NOTE Confidence: 0.918163450740741

00:46:59.320 --> 00:47:02.248 but also to achieve the goal of becoming

NOTE Confidence: 0.918163450740741

00:47:02.248 --> 00:47:04.847 the physician that they want to be

NOTE Confidence: 0.918163450740741

00:47:04.847 --> 00:47:06.920 or whatever the educational goal is.

NOTE Confidence: 0.918163450740741

00:47:06.920 --> 00:47:09.384 And to me that that requires hard work

NOTE Confidence: 0.918163450740741

00:47:09.384 --> 00:47:12.396 and an honest reflection on your ability.

NOTE Confidence: 0.918163450740741

00:47:12.400 --> 00:47:14.232 And I don't know if we always are

NOTE Confidence: 0.918163450740741

00:47:14.232 --> 00:47:16.283 doing our due diligence with that for

NOTE Confidence: 0.918163450740741

00:47:16.283 --> 00:47:18.172 students in that they're we're really

NOTE Confidence: 0.918163450740741

00:47:18.172 --> 00:47:19.894 actively reflecting on what are they

NOTE Confidence: 0.918163450740741

00:47:19.894 --> 00:47:22.960 able to do when work they actually grow.

NOTE Confidence: 0.918163450740741

00:47:22.960 --> 00:47:25.384 Instead we're writing things like I

NOTE Confidence: 0.918163450740741

00:47:25.384 --> 00:47:27.996 enjoyed working with them, which is good,

NOTE Confidence: 0.918163450740741

00:47:27.996 --> 00:47:30.320 it's good to enjoy working with someone,

NOTE Confidence: 0.918163450740741

00:47:30.320 --> 00:47:34.030 but how can that help that person

NOTE Confidence: 0.918163450740741

00:47:34.030 --> 00:47:35.652 grow so great?

NOTE Confidence: 0.918163450740741

00:47:35.652 --> 00:47:37.836 These are excellent reflections.

NOTE Confidence: 0.918163450740741

00:47:37.840 --> 00:47:41.102 I ended up putting my evaluation into  
NOTE Confidence: 0.918163450740741

00:47:41.102 --> 00:47:44.518 a gender bias calculator so you can  
NOTE Confidence: 0.918163450740741

00:47:44.520 --> 00:47:46.596 in the worksheet that I provided,  
NOTE Confidence: 0.918163450740741

00:47:46.600 --> 00:47:49.000 which should have been dropped in the chat.  
NOTE Confidence: 0.918163450740741

00:47:49.000 --> 00:47:51.910 You can find this gender bias  
NOTE Confidence: 0.918163450740741

00:47:51.910 --> 00:47:54.904 calculator online and I found that  
NOTE Confidence: 0.918163450740741

00:47:54.904 --> 00:47:58.420 the words working and effort were  
NOTE Confidence: 0.918163450740741

00:47:58.420 --> 00:48:00.920 very female associated words.  
NOTE Confidence: 0.918163450740741

00:48:00.920 --> 00:48:03.557 I had no idea that that was the case,  
NOTE Confidence: 0.918163450740741

00:48:03.560 --> 00:48:06.040 but it made me really think about that  
NOTE Confidence: 0.918163450740741

00:48:06.040 --> 00:48:08.317 this was indeed a female trainee.  
NOTE Confidence: 0.918163450740741

00:48:08.320 --> 00:48:12.074 It was a female medical student and I  
NOTE Confidence: 0.918163450740741

00:48:12.074 --> 00:48:15.250 wondered why I was using Hard worker so  
NOTE Confidence: 0.918163450740741

00:48:15.338 --> 00:48:18.136 much when actually they had achieved,  
NOTE Confidence: 0.918163450740741

00:48:18.136 --> 00:48:19.800 as you pointed out,  
NOTE Confidence: 0.918163450740741

00:48:19.800 --> 00:48:20.280 Frederick,



NOTE Confidence: 0.918163450740741

00:48:20.280 --> 00:48:23.160 they had achieved good patient care.

NOTE Confidence: 0.918163450740741

00:48:23.160 --> 00:48:25.689 So it it just made me a little bit

NOTE Confidence: 0.918163450740741

00:48:25.689 --> 00:48:27.582 more thoughtful about the types

NOTE Confidence: 0.918163450740741

00:48:27.582 --> 00:48:29.880 of language that I I used.

NOTE Confidence: 0.918163450740741

00:48:29.880 --> 00:48:30.822 Moving forward,

NOTE Confidence: 0.918163450740741

00:48:30.822 --> 00:48:34.119 I think this can be incredibly hard,

NOTE Confidence: 0.918163450740741

00:48:34.120 --> 00:48:34.434 though,

NOTE Confidence: 0.918163450740741

00:48:34.434 --> 00:48:36.318 because a good evaluation in and

NOTE Confidence: 0.918163450740741

00:48:36.318 --> 00:48:38.280 of itself takes a lot of thought.

NOTE Confidence: 0.918163450740741

00:48:38.280 --> 00:48:40.870 And then to add another step of

NOTE Confidence: 0.918163450740741

00:48:40.870 --> 00:48:42.626 making sure you're not gendered

NOTE Confidence: 0.918163450740741

00:48:42.626 --> 00:48:44.702 or biased in your assessment can

NOTE Confidence: 0.918163450740741

00:48:44.702 --> 00:48:46.798 take another step of extra thought.

NOTE Confidence: 0.918163450740741

00:48:46.800 --> 00:48:49.360 And that takes a lot of cognitive load.

NOTE Confidence: 0.918163450740741

00:48:49.360 --> 00:48:51.880 So it can just take that extra,

NOTE Confidence: 0.918163450740741

00:48:51.880 --> 00:48:52.594 extra step,  
NOTE Confidence: 0.918163450740741

00:48:52.594 --> 00:48:54.736 but it's worthwhile and that you're  
NOTE Confidence: 0.918163450740741

00:48:54.736 --> 00:48:57.873 going to be able to get your learner the  
NOTE Confidence: 0.918163450740741

00:48:57.873 --> 00:49:00.039 information they need to be successful.  
NOTE Confidence: 0.918163450740741

00:49:00.040 --> 00:49:03.100 So I I wanted to, as a thought exercise,  
NOTE Confidence: 0.918163450740741

00:49:03.100 --> 00:49:04.560 just take 5 minutes.  
NOTE Confidence: 0.918163450740741

00:49:04.560 --> 00:49:05.916 I think we have enough time.  
NOTE Confidence: 0.918163450740741

00:49:05.920 --> 00:49:11.000 Yeah, 5 minutes. Pull up a recent evaluation.  
NOTE Confidence: 0.918163450740741

00:49:11.000 --> 00:49:12.200 I thought we could do this.  
NOTE Confidence: 0.918163450740741

00:49:12.200 --> 00:49:15.200 Just have you do it individually.  
NOTE Confidence: 0.918163450740741

00:49:15.200 --> 00:49:15.498 Ideally,  
NOTE Confidence: 0.918163450740741

00:49:15.498 --> 00:49:17.286 pick something that has a lot  
NOTE Confidence: 0.918163450740741

00:49:17.286 --> 00:49:18.840 of words or narrative.  
NOTE Confidence: 0.918163450740741

00:49:18.840 --> 00:49:20.996 You'll find the worksheet in the chat.  
NOTE Confidence: 0.918163450740741

00:49:21.000 --> 00:49:22.848 You can use the worksheet to  
NOTE Confidence: 0.918163450740741

00:49:22.848 --> 00:49:24.080 evaluate your written assessments.

NOTE Confidence: 0.918163450740741  
00:49:24.080 --> 00:49:26.439 I dropped the link for the gender  
NOTE Confidence: 0.918163450740741  
00:49:26.440 --> 00:49:29.680 calculator in there and in about,  
NOTE Confidence: 0.918163450740741  
00:49:29.680 --> 00:49:31.304 we'll say 4 minutes.  
NOTE Confidence: 0.918163450740741  
00:49:31.304 --> 00:49:32.544 So at 12:55,  
NOTE Confidence: 0.918163450740741  
00:49:32.544 --> 00:49:35.512 I'll just ask volunteers to share any  
NOTE Confidence: 0.918163450740741  
00:49:35.512 --> 00:49:38.038 reflections they had from that activity.  
NOTE Confidence: 0.740838078333333  
00:49:50.220 --> 00:49:51.936 I apologize. Katie, where's the worksheet?  
NOTE Confidence: 0.95862573  
00:49:57.180 --> 00:49:58.505 I'll drop it in the chat  
NOTE Confidence: 0.95862573  
00:49:58.505 --> 00:49:59.298 myself. Oh, thank you.  
NOTE Confidence: 0.814538774444444  
00:50:02.220 --> 00:50:04.730 And Linda put it in there a couple of oh,  
NOTE Confidence: 0.814538774444444  
00:50:04.730 --> 00:50:08.660 oh, that was that one. Yeah. OK. Thanks.  
NOTE Confidence: 0.927219266  
00:52:39.400 --> 00:52:41.340 Nice. Thanks Ben for sharing  
NOTE Confidence: 0.927219266  
00:52:41.340 --> 00:52:43.280 your results in the chat.  
NOTE Confidence: 0.927219266  
00:52:43.280 --> 00:52:46.238 I love your honest self reflection.  
NOTE Confidence: 0.927219266  
00:52:46.240 --> 00:52:48.160 It looks like you have a nice balance  
NOTE Confidence: 0.927219266

00:52:48.160 --> 00:52:50.077 of male and female gendered terms.  
NOTE Confidence: 0.9618012944444444

00:52:52.280 --> 00:52:55.277 So I think you have a good question there,  
NOTE Confidence: 0.9618012944444444

00:52:55.280 --> 00:52:57.835 Ben, about like how do you interpret,  
NOTE Confidence: 0.9618012944444444

00:52:57.840 --> 00:53:00.342 I think it's just mostly for you to become  
NOTE Confidence: 0.9618012944444444

00:53:00.342 --> 00:53:02.535 more attentive to the types of words  
NOTE Confidence: 0.9618012944444444

00:53:02.535 --> 00:53:04.840 that you're using in your assessments.  
NOTE Confidence: 0.9618012944444444

00:53:04.840 --> 00:53:07.460 If you are gearing more  
NOTE Confidence: 0.9618012944444444

00:53:07.460 --> 00:53:09.080 towards one side or the other,  
NOTE Confidence: 0.9618012944444444

00:53:09.080 --> 00:53:10.880 really thinking about, OK, well,  
NOTE Confidence: 0.9618012944444444

00:53:10.880 --> 00:53:14.520 if I'm using mostly female gendered terms,  
NOTE Confidence: 0.9618012944444444

00:53:14.520 --> 00:53:16.758 am I on a female trainee,  
NOTE Confidence: 0.9618012944444444

00:53:16.760 --> 00:53:19.492 Do I really need to think about whether  
NOTE Confidence: 0.9618012944444444

00:53:19.492 --> 00:53:21.816 or not I'm being objective in my  
NOTE Confidence: 0.9618012944444444

00:53:21.816 --> 00:53:23.958 assessment of their clinical ability?  
NOTE Confidence: 0.9618012944444444

00:53:23.960 --> 00:53:26.151 And So what I would suggest for  
NOTE Confidence: 0.9618012944444444

00:53:26.151 --> 00:53:28.832 if you are noticing a skew on one

NOTE Confidence: 0.961801294444444

00:53:28.832 --> 00:53:31.296 side or the other is to look at

NOTE Confidence: 0.961801294444444

00:53:31.296 --> 00:53:33.000 the actual assessment form and look

NOTE Confidence: 0.961801294444444

00:53:33.064 --> 00:53:35.080 at the objective language that is

NOTE Confidence: 0.961801294444444

00:53:35.080 --> 00:53:37.483 recommended on that form and see if

NOTE Confidence: 0.961801294444444

00:53:37.483 --> 00:53:39.469 there's something that fits with the

NOTE Confidence: 0.961801294444444

00:53:39.469 --> 00:53:41.165 learner's ability in terms of what

NOTE Confidence: 0.961801294444444

00:53:41.165 --> 00:53:43.323 they can or they they're growing in to

NOTE Confidence: 0.961801294444444

00:53:43.323 --> 00:53:45.488 see if you can reflect some of that

NOTE Confidence: 0.961801294444444

00:53:45.488 --> 00:53:47.438 objective language in your assessment

NOTE Confidence: 0.735383365

00:53:50.200 --> 00:53:54.120 E was execute an unbiased assessment. James,

NOTE Confidence: 0.901413735

00:53:56.200 --> 00:53:58.020 any other thoughts about or

NOTE Confidence: 0.901413735

00:53:58.020 --> 00:53:59.840 reflections after doing that activity?

NOTE Confidence: 0.901413735

00:53:59.840 --> 00:54:01.325 I'm just putting the evaluation

NOTE Confidence: 0.901413735

00:54:01.325 --> 00:54:03.161 pull up just in case folks

NOTE Confidence: 0.901413735

00:54:03.161 --> 00:54:04.877 need to leave a little early.

NOTE Confidence: 0.63257343

00:54:11.560 --> 00:54:12.676 I, I, I have a comment  
NOTE Confidence: 0.63257343

00:54:12.680 --> 00:54:16.680 Katie oh great to see you.  
NOTE Confidence: 0.63257343

00:54:16.680 --> 00:54:19.086 I I pulled out one of my evaluations.  
NOTE Confidence: 0.63257343

00:54:19.086 --> 00:54:23.935 It was of a female trainee and I I  
NOTE Confidence: 0.63257343

00:54:23.935 --> 00:54:25.370 realized I do the same thing that  
NOTE Confidence: 0.63257343

00:54:25.428 --> 00:54:27.028 you do which is I said oh this  
NOTE Confidence: 0.63257343

00:54:27.028 --> 00:54:28.638 person is very pleasant that you.  
NOTE Confidence: 0.63257343

00:54:28.640 --> 00:54:30.474 But I think I do that almost  
NOTE Confidence: 0.63257343

00:54:30.480 --> 00:54:32.416 for everybody, you know,  
NOTE Confidence: 0.63257343

00:54:32.416 --> 00:54:34.992 and I personally maybe I'm old school,  
NOTE Confidence: 0.63257343

00:54:35.000 --> 00:54:37.233 think that's not bad because it gives  
NOTE Confidence: 0.63257343

00:54:37.233 --> 00:54:39.448 color to the evaluation, you know,  
NOTE Confidence: 0.63257343

00:54:39.448 --> 00:54:41.156 the whole bunch of just traits traits,  
NOTE Confidence: 0.63257343

00:54:41.160 --> 00:54:43.914 traits can be a little dry in my opinion.  
NOTE Confidence: 0.63257343

00:54:43.920 --> 00:54:47.798 But anyway, so this particular trainee I,  
NOTE Confidence: 0.63257343

00:54:47.800 --> 00:54:49.720 I, I emphasize things like

NOTE Confidence: 0.63257343

00:54:49.720 --> 00:54:51.640 cooperation puts patients at ease,

NOTE Confidence: 0.63257343

00:54:51.640 --> 00:54:53.040 you know, diffuse while you,

NOTE Confidence: 0.63257343

00:54:53.040 --> 00:54:54.468 you know volatile situations,

NOTE Confidence: 0.63257343

00:54:54.468 --> 00:54:56.840 which this person was really good at.

NOTE Confidence: 0.63257343

00:54:56.840 --> 00:54:58.919 And I put it into your gender

NOTE Confidence: 0.63257343

00:54:58.919 --> 00:55:00.448 bias calculator and I thought

NOTE Confidence: 0.63257343

00:55:00.448 --> 00:55:02.443 it's going to tell me I'm very

NOTE Confidence: 0.63257343

00:55:02.443 --> 00:55:04.576 female biased and it was opposite.

NOTE Confidence: 0.63257343

00:55:04.576 --> 00:55:06.960 It said I used a lot of

NOTE Confidence: 0.63257343

00:55:06.960 --> 00:55:08.283 male associated words.

NOTE Confidence: 0.63257343

00:55:08.283 --> 00:55:11.370 So it's like that wasn't my initial

NOTE Confidence: 0.63257343

00:55:11.450 --> 00:55:15.040 you know impression but anyway I I,

NOTE Confidence: 0.63257343

00:55:15.040 --> 00:55:18.150 I do think some of that emotionally

NOTE Confidence: 0.63257343

00:55:18.150 --> 00:55:20.600 based language if it's the only thing

NOTE Confidence: 0.54647257

00:55:21.320 --> 00:55:24.000 is is perhaps bias.

NOTE Confidence: 0.82259739

00:55:24.000 --> 00:55:26.360 But it does give color to to  
NOTE Confidence: 0.731607755

00:55:27.040 --> 00:55:29.040 otherwise people just appear  
NOTE Confidence: 0.731607755

00:55:29.040 --> 00:55:31.999 like they're all the same.  
NOTE Confidence: 0.593163257142857

00:55:30.680 --> 00:55:31.960 I I mean, I I don't know. That's  
NOTE Confidence: 0.820955881818182

00:55:32.000 --> 00:55:33.785 just. Yeah. And there's nothing  
NOTE Confidence: 0.820955881818182

00:55:33.785 --> 00:55:35.880 wrong with that language at all.  
NOTE Confidence: 0.820955881818182

00:55:35.880 --> 00:55:38.540 I would, I think having a caring  
NOTE Confidence: 0.820955881818182

00:55:38.540 --> 00:55:40.120 physician is really nice.  
NOTE Confidence: 0.820955881818182

00:55:40.120 --> 00:55:41.968 You know, I think somebody who  
NOTE Confidence: 0.820955881818182

00:55:41.968 --> 00:55:43.916 shows that they care and have  
NOTE Confidence: 0.820955881818182

00:55:43.916 --> 00:55:45.872 compassion for another person is a  
NOTE Confidence: 0.820955881818182

00:55:45.872 --> 00:55:47.918 good trait to having a physician.  
NOTE Confidence: 0.820955881818182

00:55:47.920 --> 00:55:49.635 But if that's all the language that  
NOTE Confidence: 0.820955881818182

00:55:49.635 --> 00:55:51.320 is being used on one individual,  
NOTE Confidence: 0.820955881818182

00:55:51.320 --> 00:55:53.420 that's where things become  
NOTE Confidence: 0.820955881818182

00:55:53.420 --> 00:55:54.995 a little problematic.



NOTE Confidence: 0.820955881818182  
00:55:55.000 --> 00:55:57.048 But I I'm glad that you use strong  
NOTE Confidence: 0.820955881818182  
00:55:57.048 --> 00:55:59.117 language to describe a female training.  
NOTE Confidence: 0.820955881818182  
00:55:59.120 --> 00:55:59.600 That's great.  
NOTE Confidence: 0.73263705  
00:56:01.640 --> 00:56:02.080 Frederick.  
NOTE Confidence: 0.820836694  
00:56:03.400 --> 00:56:06.768 I was interested in the pyramid, excuse me,  
NOTE Confidence: 0.820836694  
00:56:06.768 --> 00:56:10.240 that you shared in an earlier slide.  
NOTE Confidence: 0.820836694  
00:56:10.240 --> 00:56:11.715 It didn't have a reference  
NOTE Confidence: 0.820836694  
00:56:11.715 --> 00:56:12.600 associated with it.  
NOTE Confidence: 0.820836694  
00:56:12.600 --> 00:56:14.740 So is that something you've  
NOTE Confidence: 0.820836694  
00:56:14.740 --> 00:56:17.958 created yourself or is there,  
NOTE Confidence: 0.820836694  
00:56:17.960 --> 00:56:19.352 you know, a publication we can  
NOTE Confidence: 0.820836694  
00:56:19.352 --> 00:56:20.759 read to learn more about it?  
NOTE Confidence: 0.921722985  
00:56:21.640 --> 00:56:23.480 Which one are you referring to, Frederick?  
NOTE Confidence: 0.57872391  
00:56:24.960 --> 00:56:25.518 Way back in  
NOTE Confidence: 0.796062059090909  
00:56:25.520 --> 00:56:27.146 the beginning. Yeah, way back in  
NOTE Confidence: 0.796062059090909

00:56:27.146 --> 00:56:28.320 the beginning where there's a  
NOTE Confidence: 0.74659351

00:56:28.360 --> 00:56:30.439 there was a there in in the  
NOTE Confidence: 0.74659351

00:56:30.439 --> 00:56:32.239 lower right corner of the slide.  
NOTE Confidence: 0.74659351

00:56:32.240 --> 00:56:34.560 There was a pyramid. And  
NOTE Confidence: 0.738579756363636

00:56:34.840 --> 00:56:36.028 I would love to Google image  
NOTE Confidence: 0.738579756363636

00:56:36.028 --> 00:56:37.080 search where I got that,  
NOTE Confidence: 0.738579756363636

00:56:37.080 --> 00:56:39.636 that that's not of my creation.  
NOTE Confidence: 0.738579756363636

00:56:39.640 --> 00:56:42.262 Oh, OK. I'll see if I can find the  
NOTE Confidence: 0.738579756363636

00:56:42.262 --> 00:56:43.758 reference and I can share it with the  
NOTE Confidence: 0.865219397777778

00:56:45.840 --> 00:56:47.680 formerly known as the teaching  
NOTE Confidence: 0.865219397777778

00:56:47.680 --> 00:56:49.480 and Learning Center folks who can  
NOTE Confidence: 0.865219397777778

00:56:49.480 --> 00:56:50.600 maybe send it out to the group.  
NOTE Confidence: 0.92517428

00:56:51.400 --> 00:56:53.080 Yeah, we can definitely send it out. Katie,  
NOTE Confidence: 0.909046902857143

00:56:54.000 --> 00:56:55.638 thank you very. Thank you very much.  
NOTE Confidence: 0.909046902857143

00:56:55.640 --> 00:56:58.280 It was, it was interesting,  
NOTE Confidence: 0.909046902857143

00:56:58.280 --> 00:56:59.966 but you'd need to sit with

NOTE Confidence: 0.909046902857143  
00:56:59.966 --> 00:57:02.046 it a little bit to really to  
NOTE Confidence: 0.909046902857143  
00:57:02.046 --> 00:57:03.476 really process it. Thank you.  
NOTE Confidence: 0.8528947833333333  
00:57:03.960 --> 00:57:07.398 Yeah, my pleasure.  
NOTE Confidence: 0.8528947833333333  
00:57:07.400 --> 00:57:09.518 Just in the interest of time.  
NOTE Confidence: 0.8528947833333333  
00:57:09.520 --> 00:57:12.593 And then I'll happy to talk about  
NOTE Confidence: 0.8528947833333333  
00:57:12.593 --> 00:57:14.920 any additional thoughts people have.  
NOTE Confidence: 0.8528947833333333  
00:57:14.920 --> 00:57:16.820 There are some additional  
NOTE Confidence: 0.8528947833333333  
00:57:16.820 --> 00:57:18.720 yes sessions coming up.  
NOTE Confidence: 0.8528947833333333  
00:57:18.720 --> 00:57:20.520 I would love to attend both of them.  
NOTE Confidence: 0.8528947833333333  
00:57:20.520 --> 00:57:22.104 Getting published is definitely  
NOTE Confidence: 0.8528947833333333  
00:57:22.104 --> 00:57:24.480 something that we all enjoy doing  
NOTE Confidence: 0.8528947833333333  
00:57:24.480 --> 00:57:26.873 So or to potentially attending that  
NOTE Confidence: 0.8528947833333333  
00:57:26.873 --> 00:57:30.030 one with Doctor Martin and then Bill  
NOTE Confidence: 0.8528947833333333  
00:57:30.110 --> 00:57:32.636 Coutreir who's one of the faculty  
NOTE Confidence: 0.8528947833333333  
00:57:32.636 --> 00:57:34.326 at Vanderbilt and a wonderful  
NOTE Confidence: 0.8528947833333333

00:57:34.326 --> 00:57:36.018 educator is going to talk about  
NOTE Confidence: 0.8528947833333333

00:57:36.018 --> 00:57:37.717 becoming a master adaptive learning.  
NOTE Confidence: 0.8528947833333333

00:57:37.720 --> 00:57:40.205 I've attended this session at a national  
NOTE Confidence: 0.8528947833333333

00:57:40.205 --> 00:57:42.400 conference and it's incredibly useful.  
NOTE Confidence: 0.8528947833333333

00:57:42.400 --> 00:57:46.460 So highly recommend any  
NOTE Confidence: 0.8528947833333333

00:57:46.460 --> 00:57:48.440 last remaining thoughts.  
NOTE Confidence: 0.8528947833333333

00:57:48.440 --> 00:57:48.780 Thankfully,  
NOTE Confidence: 0.8528947833333333

00:57:48.780 --> 00:57:50.480 we ended exactly on time.  
NOTE Confidence: 0.817927502

00:57:53.800 --> 00:57:54.616 Thank you, Katie.  
NOTE Confidence: 0.817927502

00:57:54.616 --> 00:57:55.432 Hopefully people will  
NOTE Confidence: 0.817927502

00:57:55.432 --> 00:57:56.520 fill out the evaluation.  
NOTE Confidence: 0.817927502

00:57:56.520 --> 00:57:58.158 Tell us what you find useful.  
NOTE Confidence: 0.817927502

00:57:58.160 --> 00:58:00.425 We'll get this feedback to  
NOTE Confidence: 0.817927502

00:58:00.425 --> 00:58:01.960 Katie and we'll see you 2  
NOTE Confidence: 0.9399950866666667

00:58:04.800 --> 00:58:05.478 weeks from now.  
NOTE Confidence: 0.973866425

00:58:08.800 --> 00:58:10.120 Thanks again for joining.

NOTE Confidence: 0.973866425

00:58:11.040 --> 00:58:14.330 Thank you and all of these

NOTE Confidence: 0.973866425

00:58:14.330 --> 00:58:17.400 slides and the talks are on on

NOTE Confidence: 0.973866425

00:58:17.400 --> 00:58:20.600 Saved to the Center website.

NOTE Confidence: 0.973866425

00:58:20.600 --> 00:58:21.520 People want to go back.