

## Resources for Conscious and Unconscious Bias

### 1. Unconscious Bias Training Module for Panel Members and Their Clinic Staff

Developed by Immigration, Refugees and Citizenship Canada, this training module aims to increase awareness of unconscious bias among healthcare providers involved in immigration medical examinations.

[Link](#)

### 2. Unconscious Bias and Cultural Safety: Participant's Guide

Alberta Health Services offers this guide to help healthcare professionals understand and address unconscious biases, promoting cultural safety in clinical settings.

[Link](#)

### 3. Addressing Stigma: Towards a More Inclusive Health System

This report by the Public Health Agency of Canada examines how stigma, driven by conscious and unconscious biases, affects health outcomes and offers strategies for building a more inclusive health system.

[Link](#)

### 4. Implicit Bias in Health Care

An article from the College of Physicians and Surgeons of Ontario discussing how implicit biases can influence medical practice and patient interactions.

[Link](#)

### 5. "Implicit Bias in Healthcare: Clinical Practice, Research, and Decision Making"

This article explores the impact of implicit bias on clinical practice and research, providing insights into how biases can affect decision-making processes.

[Link](#)

### 6. "Conscious and Unconscious Bias: The Hidden Pandemic of Biases"

A narrative review highlighting various unconscious biases, including age, racial, and educational biases, amplified during the COVID-19 pandemic.

[Link](#)

### 7. "Unconscious Bias Is a Human Condition"

This article discusses the pervasive nature of unconscious bias and emphasizes the importance of recognizing and overcoming it to become effective societal stewards.

[Link](#)

### 8. "Recognizing and Managing Our Unconscious Biases"

This paper explores cognitive biases, their origins, and the importance of acknowledging and addressing them to improve decision-making.

[Link](#)

### 9. "Conscious and Unconscious Gender Bias"

A comprehensive review of gender bias, discussing both conscious and unconscious forms, and their implications in various settings.

[Link](#)

### **10. "Follow the Science: Proven Strategies for Reducing Unconscious Bias"**

This article presents evidence-based strategies to mitigate unconscious bias, emphasizing the need for awareness and structured interventions.

[Link](#)

### **11. "Impact of Unconscious Bias in Healthcare: How to Recognize and Mitigate It"**

Discusses the detrimental effects of unconscious bias in healthcare and offers strategies for recognition and mitigation to promote equity.

[Link](#)

### **12. "Minority Health and the Health Sciences: Conscious Bias vs. Unconscious Bias"**

Explores the distinction between conscious and unconscious biases and their respective impacts on minority health.

[Link](#)

### **13. "Mind vs. Mouth: On Measuring Re-judge Inconsistency of Social Bias in Large Language Models"**

Investigates the parallels between human cognitive biases and biases in large language models, focusing on implicit and explicit social biases.

[Link](#)

### **14. "Detection of Racial Bias from Physiological Responses"**

Examines the feasibility of detecting implicit racial biases through physiological signals, contributing to the understanding of unconscious bias measurement.

[Link](#)

### **15. "Selection Problems in the Presence of Implicit Bias"**

Analyzes how implicit biases affect selection decisions in contexts like hiring and admissions and evaluates procedural remedies.

[Link](#)

### **16. "Reproducibility of Implicit Association Test (IAT): Case Study of Meta-Analysis of Racial Bias Research Claims"**

Critically assesses the reliability of the Implicit Association Test in measuring racial biases and its correlation with real-world behaviours.

[Link](#)

### **17. "Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care"**

A comprehensive examination of how racial and ethnic biases contribute to disparities in healthcare treatment and outcomes.

[Link](#)

### **18. Implicit Bias and Structural Racialization**

A resource exploring how implicit bias contributes to and sustains inequalities within institutions and communities. It highlights the need to understand historical and socioeconomic factors, break down restrictive systems, and promote equality and opportunities for everyone.

[Link](#)

## Resources – Clinical Trials

### 1. "Unconscious Bias: An Introduction"

Provided by Case Comprehensive Cancer Center, this resource reviews how implicit bias impacts clinical trials at all stages, from recruitment to data quality.

[Link](#)

### 2. "Implicit Bias in Healthcare: Clinical Practice, Research, and Decision Making"

This article examines the potential impact of bias on clinical practice and research, as well as decision-making processes.

[Link](#)

### 3. "Unmasking Bias in Clinical Research: A Historical Perspective"

Dr. Bernard Vrijens explores how bias has historically affected clinical research and how modern techniques are addressing this critical issue.

[Link](#)

### 4. "Women Are Still Under-Represented in Medical Research. Here's Where the Gender Gap Is Most Pronounced"

An exploration of the underrepresentation of women in medical research and the need for gender-specific studies.

[Link](#)

## Articles

1. Banaji MR Greenwald AG. Blindspot: hidden biases of good people 1st ed. USA Delacorte Press 2013
2. Gaertner S, Dovidio JF. The aversive form of racism. In: Dovidio JF, Gaertner S, editors. Prejudice, discrimination, and racism. Orlando: Academic Press; 1986. pp. 61–89.
3. Chapman EN, Kaatz A, Carnes M. Physicians and implicit bias: how doctors may unwittingly perpetuate health care disparities. J Gen Intern Med 2013;28:1504-10.
4. Schwartz MB, Chambliss HO, Brownell KD, et al. Weight bias among health professionals specializing in obesity. Obes Res 2003;11:1033-9.
5. Mossey JM. Defining racial and ethnic disparities in pain management. Clin Orthop Relat Res 2011;469:1859-70.
6. Todd KH, Samaroo N, Hoffman JR. Ethnicity as a risk factor for inadequate emergency department analgesia. JAMA 1993;269:1537-9.
7. Stone, J, Moscovitz GB. Non-conscious bias in medical decision making: what can be done to reduce it? Medical Education 2011; 45:8:759-857.
8. Ross, HJ. Every Day Bias: Identifying and Navigating Unconscious Judgments in our Daily Lives. Rowman & Littlefield 2020.