**INTEGRATION OF TECHNOLOGY INTO A BIAS RESPONSE UPSTANDER CURRICULUM**

Jean-Marie Alves-Bradford MD\(^1,2\), Hetty Cunningham MD\(^1\), Hilary Paredes MS\(^2\), Abie Sidell, Ashley Kingon MS\(^3\)

\(^1\)Vagelos College of Physicians and Surgeons, \(^2\)New York State Psychiatric Institute, \(^3\)Center for Teaching and Learning

---

**INTRODUCTION**

- Medical students commonly experience bias (up to 75%)\(^1\)
- Bias can impair learning, self-esteem and team functioning\(^2\)
- Upstander skills to support patients and colleagues who experience discrimination are needed and align with educational priority areas of feedback, conflict resolution and professionalism

---

**RESULTS**

**Student Feedback**

"I feel confident identifying bias response strategies to intervene in examples of bias in medical settings"

- Pre-Training: 51% Agree, 49% Disagree
- Post-Training: 99% Agree, 1% Disagree

N=116, 83% response rate

---

**Faculty Feedback**

100% faculty...

- Felt comfortable facilitating the session
- Felt prepared leading the small group session
- Improved knowledge
  - in identifying strategies to respond to bias
  - Improved skills in
    - Fostering brave spaces
    - Validating learner viewpoints
    - Navigating racial tension in small groups.

---

**DESCRIPTION OF INTERVENTION**

- Create videos demonstrating bias response skills
- Faculty Development
- Pre/Post Surveys for students and faculty
- Bias response curriculum
  - Pre-reading
  - Interactive lecture incorporating videos
  - Facilitated small group practice skills sessions

---

**Curricular Learning Objectives**

- Recognize discrimination in healthcare settings
- Describe impacts of bias on learning and care
- Explain challenges of responding to bias
- Listen to and view experiences of bias with respect

---

**Student Feedback Post-Training Includes…**

- I've been taught certain phrases/responses I can use in the moment to respond to bias. I previously often felt like I didn’t know what to say…"

- "I have more concrete strategies of addressing bias and microaggressions in ways that are non-combative and restorative."

- "I have a better set of tools to deal with a variety of situations related to microaggressions"

---

**NEXT STEPS**

- Expand training throughout the 4-year curriculum
- Expand training to GME
- Expand training to Clinical teams

---

**REFERENCES**


---

Scan the QR code to view one of the upstander video scenarios created for this project.