

Story 1:

A white male patient with a brain tumor was seen in the office by his surgeon and stated that during the course of his care, he did not want any minorities or individuals of color taking care of him. It was documented in his chart and it was implied that the patient's line of thinking was attributed to personality changes because of his frontal tumor. On the day of surgery, it was restated by the patient and his family that he did not want any non-white providers. This request escalated to hospital leadership and caused OR delays. In the end, accommodations were made to honor the patient's request and staffing at many levels was adjusted.

Story 2:

I am a PD of a large core residency program, a wife of a busy physician, and mother to two children. Clinically, I am one of only a few women in my busy subspecialty division. On numerous occasions, when I chose to stay with my case, rather than be relieved, one of my male colleagues made reference to the fact that I am an inferior mother because I chose to stay at work. Recently, he stated (in a lounge with surgeons, anesthesiology residents and my faculty colleagues) that "working moms can either be great physicians OR great moms, but not both and (my name redacted) has not figured that out yet."

Story 3:

A surgeon was addressing an anesthesiology resident to change the OR table position. The surgeon's words were "You, boy, girl, whatever you are, raise the table". The comment was reported to me as the PD by an OR staff member. The resident, when questioned, said "I didn't want to report it and make a big deal about it." The resident is an openly gay male. He stated "I am comfortable with my sexuality and I don't care what he thinks".

Questions to consider as you are discussing the stories:

- In your opinion, does this story contain an element(s) of bias? If so, what type(s) of bias (gender, sexual orientation, ability, age etc.). If not, why?
- How would you handle this situation if you were the attending, the learner (if there was a learner in your scenario), or others involved in this situation.
- Does your division, department, institution have policies and practices that address the type of behavior described in the story you were assigned. If so, what is/are the policy(ies)/practice(s)?
- Does your division, department, institution have policies/practices that unintentionally contribute to bias behavior as described in your assigned story? If so, please describe. Will/how will you address those policies and practices?
- If you perceive there is bias in your assigned story, what can you personally do to prevent this behavior from happening in the future?