

Sunday March 31st 2019
3:40-4:20PM
Emergency Medicine Residents: Gender Bias in Feedback

If possible, please try to take the Harvard Implicit Association Test on gender-career prior to the session:

<https://implicit.harvard.edu/implicit/selectatest.html>

Background:

A gender disparity exists in the assessment of emergency medicine residents, with males receiving significantly higher ratings across all milestone competencies as compared to females throughout residency training. Reasons for this disparity are multifactorial and incompletely understood, although implicit (i.e. unconscious) bias may play a role. In order to design an effective intervention to address this evaluation inequity, we conducted a multi-site mixed method study to better assess the context and content of evaluator feedback.

CORD/EMF Study:

Five Sites:

Oregon Health and Sciences University
University of Washington
University of Iowa
University of Alabama
University of Pennsylvania

Data Analysis:

Qualitative analysis of 21,000 faculty feedback comments directed towards residents to evaluate for differences in emerging themes between male and female emergency medicine residents

Preliminary Results:

Female Faculty were more likely to give personality trait feedback to EM residents
Male residents were more likely to receive feedback related to management style
Male residents were more likely to receive feedback related to clinical practice

Goals and Objectives:

1. To explore the current literature on bias in feedback
2. To reflect on specific cases of gender bias in feedback
3. To discuss strategies on how to make feedback less biased for our learners