

**Support & Evidence-Based Resource List  
for Unconscious (Implicit) Bias Training Licensing Criterion  
HB 1105 (McQuinn) / SB 456 (Locke)**

**State Data**

The most recent state data is Michigan’s announcement in April 2021 of the lowest infant mortality rate in state history and a decrease in disparities between Black and white infant deaths (from a ratio of 3.2 in 2018 to 2.6 in 2019). Infant mortality involves the death of an infant before reaching their first birthday. Birth defects, pre-term births, and pregnancy complications are several drivers of infant mortality. An unconscious bias training licensing criterion was one of Michigan’s 2019 maternal mortality interventions. California and Pennsylvania reported similar findings.

**Supporters of HB 1105 / SB 456 (Members of the PUSH maternal health coalition)**

- ACLU Virginia
- Birth in Color RVA
- Celebrate Healthcare
- Families Forward Virginia
- Healthcare for All (HAV) Coalition
- Consortium for Infant and Child Health Equity (CINCH)
- Inova Partnership for Healthier Communities
- League of Women Voters of Virginia
- March of Dimes Virginia
- National Women’s Political Caucus - VA
- Postpartum Support Virginia
- United Methodist Women
- Urban Baby Beginnings
- Virginia Coalition of Latino Organizations
- Virginia Interfaith Center for Public Policy
- Virginia NOW
- Virginia Poverty Law Center
- Virginia Public Health Association
- Voices for Virginia’s Children
- Young Invincibles

**Endorsements of HB 1105 / SB 456 (Health Care Organizations)**

- Virginia Public Health Association
- National Multiple Sclerosis Society – VA
- American Cancer Society Cancer Action Network
- American College of Nurse-Midwives – Virginia Affiliate
- Virginia Neonatal Perinatal Collaborative

## Clinical Research on Effectiveness

**The Implicit Association Test** -- the brainchild of Anthony Greenwald (University of Washington), Mahzarin Banaji (Harvard University) and Brian Nosek (University of Virginia) established in 1998.

**A decade of studying implicit racial/ethnic bias in healthcare providers using the implicit association test.** *Social Science Medicine*, February 2018.

**Associations of Clinicians** study of implicit bias with medical visit communication and patient ratings of interpersonal care. *American Journal of Public Health*, May 2012.

**State of the Science: Implicit Bias Review**, published annually from 2013-2017. Kirwan Research Institute (Ohio State University).

**Examining the presence, consequences, and reduction of implicit bias in health care.** *Group Processes & Intergroup Relations (GPIR)*, May 2016.

**Mothers and Babies: Reducing Risk through Audits and Confidential Enquiries across the UK.** Saving lives, improving mothers' care: Lessons learned to inform maternity care from the UK and Ireland Confidential Enquiries into Maternal Deaths and Morbidity 2014–16. *Oxford: National Perinatal Epidemiology Unit, University of Oxford*, 2018.

**Reducing Implicit Gender Leadership Bias in Academic Medicine with an Educational Intervention**, National Institutes of Health Study. *Academic Medicine*, August 2016.

**Implicit Bias: From Recognition to Transformation.** *Academic Medicine*, May 2020.

**Implicit Stigma Recognition and Management for Health Professionals.** *Academic Psychiatry*, November 2019.

**Do No Harm - Reaffirming the Value of Evidence and Equipoise While Minimizing Cognitive Bias in the Coronavirus Disease 2019 Era.** *Chest Journal*, September 2020.

**Non-conscious bias in medical decision making: What can be done to reduce it?** *Association for the Study of Medical Education*, August 2011.

**Evaluating unconscious bias: speaker introductions at an international oncology conference.** *Journal of Clinical Oncology*, December 2019.

**Achieving quality in clinical decision-making: cognitive strategies and detection of bias.** *Academy of Emergency Medicine Journal*, November 2002.

## Clinical Research on Effectiveness (cont'd)

**Disparities.** *U.S. Department of Health and Human Services*, Updated April 2018.

**Unconscious Bias Training: An assessment of the evidence of effectiveness.** *Equality and Human Rights Commission*, United Kingdom, March 2018.

**Implicit racial/ethnic bias among health care professionals and its influence on health care outcomes.** *American Journal of Public Health*, 2015.

**Implicit Bias and the Feedback Paradox: Exploring How Health Professionals Engage with Feedback while Questioning Its Credibility.** *Academic Medicine*, April 2019 (ahead of print).

**The actual versus idealized self: Exploring responses to feedback about implicit bias in health professionals.** *Academic Medicine*, April 2018.

**The role of unconscious bias in surgical safety and outcomes.** *Surgical Clinics of North America*, February 2012.

**Physicians and implicit bias: How doctors may unwittingly perpetuate health care disparities.** *Journal of General Internal Medicine*, November 2013.

**Sex differences in in-hospital management and outcomes of patients with acute coronary syndrome.** *Circulation*, April 2019.

**Dual-process cognitive interventions to enhance diagnostic reasoning.** *BMJ Quality and Safety*, October 2016.

**Audit-identified avoidable factors in maternal and perinatal deaths in low resource settings.** *BMC Pregnancy and Childbirth*, August 2014.

**Fostering Empathy, Implicit Bias Mitigation, and Compassionate Behavior in a Medical Humanities Course.** *International Journal of Environmental Research and Public Health*, April 2020.

**Understanding and preventing cognitive errors in healthcare.** *MedEdPORTAL*, January 2015.

**A call for grounding implicit bias training in clinical and translational frameworks.** *Lancet*, June 2020.

**Avoiding unconscious bias: A guide for surgeons.** *Royal College of Surgeons of England*, 2015.