

Capstone for Impact Submission | GY2019

Project Title: Allyship in the Surgical Workplace

Student Name(s): Antunez, Alexis

Advisor Names(s): Dr. Dossett

Branch: Procedure Based Care

Path of Excellence: Ethics

Handover/Transition:

If this project can be continued by another UMMS student, you may contact them at the following email address/phone number (N/A if project cannot be handed over): **440-339-1528**

Summary:

This study seeks to explore surgeons' perspectives and experiences regarding implicit bias in the workplace. Implicit bias has been increasingly discussed in surgery, both in the academic literature and in public forums, such as Twitter and national conferences. However, the impact of implicit bias on surgical teams and possible means of mitigating this impact have not been systematically studied.

Methodology:

We are conducting semi-structured telephone interviews with 10 residents and faculty volunteers who work in various surgical specialties in at one academic institution. They were recruited via email and purposively sampled was to select a diversity of participants with respect to self-reported gender, age, and race/ethnicity, in order to provide adequate representations of perspectives from these groups. We will use the inductive and comparative approach of interpretive description to analyze our interview transcripts.

Results/Conclusion:

pending (Three interviews are scheduled for next week.) We aim to identify 1) participants' experiences with implicit bias 2) potential actions to address situations where implicit bias causes problems with clinical work 3) barriers to these ideal actions.

Reflection/Lessons Learned:

Previous research taught me that IRB and recruitment are time consuming aspects of research, but this project reemphasized that reality for me. I also confronted the discomfort of discussing potentially sensitive subjects (diversity, inclusion, and implicit bias) with my professional colleagues. Recruitment strategies were particularly challenging, and our research team had extensive discussion about how to conduct this aspect of the project in a way that is consistent with our values as researchers and as peers.