CPA New Frontiers Summit:

Addressing Implicit Bias in Health Care Settings

Presented by: John R. McQuaid, PhD

Description:

Implicit bias is a well-defined characteristic of human information processing that has profound implications for interactions in all aspect of life. This presentation will describe implicit bias, identifies tools for assessing implicit bias experiences, and then discuss ways to mitigate the influence of implicit bias, using public health employment settings as an example.

After attending this event, participants will be able to:

1. Define implicit bias.
2. List two examples of cognitive heuristics associated with implicit bias
3. Identify at least one tool for assessing implicit bias
4. Describe at least two strategies for mitigating implicit bias in the workplace.

John R. McQuaid, PhD, completed his undergraduate degree in Psychology at the University of California, San Diego, his PhD in Clinical Psychology at the University of Oregon, and his internship and postdoctoral fellowship at UCSF. He has been a VA psychologist since 1995 and currently serves as the Chief of Psychology at the VA Palo Alto Health Care System. In addition, he is a Professor in the Department of Psychiatry and Behavioral Sciences (DPBS), UCSF Weill Institute for Neurosciences and has served in a number of academic roles in the DPBS including Vice Chair for Adult Psychology and Vice Chair for SFVAHCS.

Dr. McQuaid's research has focused on designing and evaluating psychosocial interventions for psychological and behavioral problems, including dual diagnosis conditions (depression and substance dependence), psychosis, anxiety disorders, high risk sex behaviors, and phantom limb pain. Dr. McQuaid's clinical and teaching expertise is in cognitive-behavioral interventions for mood and anxiety disorders. Throughout his career he has provided both didactic training and clinical supervision to nursing, psychiatry, psychology and social work trainees and staff in cognitive-behavioral and related interventions. He has also served as a member of VA and APA task forces to establish guidelines for the treatment of depression, including chairing the APA Clinical Practice Guideline for Depression and co-championing the VA/DoD Depression Guideline Panel.