

BRIM Bias Reduction in Internal Medicine

Did you know...

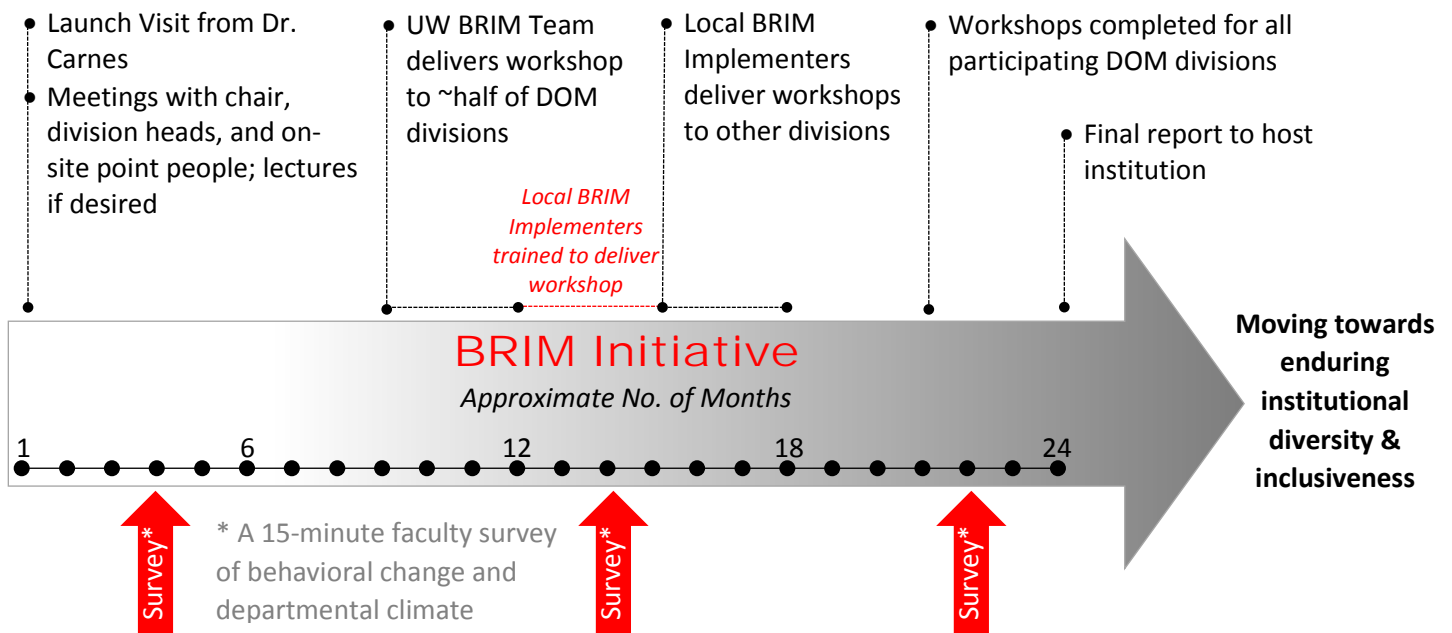
... the average cost of losing a faculty member in a department of medicine **exceeds \$400,000**¹?

... improving departmental climate can **increase faculty retention**^{2,3}, particularly for female faculty⁴ and faculty of color⁵?

... male and female faculty in departments with **good climate** write **more papers** and bring in **more grant dollars**⁶?

... women in more supportive climates experience **lower levels of work-to-family conflict**, even when working 70 hours/week⁷?

The BRIM Initiative can help improve your departmental climate by addressing implicit bias among faculty members.



The BRIM Initiative features a **three-hour evidence-based workshop**^{8,9} with three modules:

1. Implicit bias as a habit
2. Becoming bias literate: If you name it, you can tame it
3. Evidence-based strategies to break the bias habit

References

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- ⁴ Callister RR. The impact of gender and department climate on job satisfaction and intentions to quit for faculty in science and engineering fields. *J Technol Transf*. 2006;31(3):367-375.
- ⁵ Pololi LH, Evans AT, Gibbs BK, Krupat E, Brennan RT, Civian JT. The experience of minority faculty who are underrepresented in medicine, at 26 representative U.S. medical schools. *Acad Med*. 2013;88(9):1308–1314.
- ⁶ Sheridan J, Savoy JN, Kaatz A, Lee YG, Filut A, Carnes M. Write more articles, get more grants: The impact of department climate on faculty research productivity. *J Womens Health*. 2017;26(5):587-596.
- ⁷ Westring AF, Speck RM, Dupuis Sammel M, et al. Culture matters: the pivotal role of culture for women's careers in academic medicine. *Acad Med*. 2014;89(4):658-663.
- ⁸ Carnes M, Devine PG, Baier Manwell L, et al. The effect of an intervention to break the gender bias habit for faculty at one institution: a cluster randomized, controlled trial. *Acad Med*. Feb 2015;90(2):221-230.
- ⁹ Devine PG, Forscher PS, Cox WTL, Kaatz A, Sheridan J, and Carnes M. A gender bias habit-breaking intervention led to increased hiring of female faculty in STEMM departments. *J Exp Soc Psychol*. 2017 Nov;73:211-215

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