

ASH Program Director's Workshop – Implicit bias cases:

Case 1:

You are the fellowship program director, and 2 female fellows approach you separately about an experience with one of the male faculty who is in a leadership position in the division. One fellow met with him to discuss interest in a career in Stem Cell Transplant. He replied "As a woman, are you sure you want to go into such an intense field? You may have a family one day, do you really want to be rounding in the hospital at all hours? I don't mean to sound sexist". The other fellow was called to meet with him so that he could provide feedback that he had heard second hand about her recent performance in clinic, which he considered to be sub-par compared to what she had demonstrated in the past. This fellow had a baby during fellowship and had been back from maternity leave for 9 months. He said "I heard feedback that you have not been up to speed in clinic recently. I mean, I know you just had a baby so I get it, but you need to step it up."

Case 2:

You are an associate program director, and the fellowship rank meeting for recruitment is being held. During the meeting, you discuss an applicant whom you interviewed who was born in the middle east and has a distinct accent. He has been in the U.S. for many years and speaks English proficiently, and his letters state that he has good communication skills with patients and colleagues. He is all around a strong applicant. He is on a J-1 Visa. The program director expresses concern about ranking him highly, and states "Remember the issues we've had recently with fellows and miscommunication with patient and staff? It was never with bad intention, but let's be thoughtful about this as we're looking at applicants like this".