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Title: *Design and Implementation of Implicit Bias Training for School of Pharmacy Admissions Interviewers*

Abstract

Background/Objectives: Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness usually in a way considered to be inequitable. Biases can have negative or positive consequences and affect our interactions with others such as during interviews. The objective is to design and implement an interactive training to facilitate pharmacy school interviewers in addressing their biases and help them develop ways to overcome them in an effort to make the admissions process more equitable.

Methods: A literature review was conducted, and key faculty experts were consulted to design a training video. The training is comprised of background information about the origins of implicit bias, definitions and examples of how implicit bias can manifest itself within an interview, discovery of one's bias through the Implicit Assessment Test (IAT) and recommendations to overcome implicit bias. All volunteer faculty, alumni and other pharmacists were requested to complete the required training and quality survey prior to conducting interviews for the 2019-2020 academic year.

Results: Southern Illinois University Edwardsville School of Pharmacy developed an online 15-minute implicit bias training video that is being sent out to all volunteer interviewers. Approximately 50 interviewers will be requested to complete the required training and complete an anonymous, electronic survey consisting of Likert-type and open-ended questions to assess the quality of the training.

Conclusions: Implementing implicit bias training during the college admissions process for pharmacy schools can help create equity amongst student candidates and cultivate diversity and inclusion. This type of training is a promising area for further research.