

Pilot Test 1 (n=74)

Evaluation Question: What did participants think of the Learning Experience?

HOW MUCH DO YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS?			
	Agree	Neither Agree nor Disagree	Disagree
Overall, I was satisfied with the Learning Experience.	88% (64)	6.8% (5)	5% (4)
The Learning Experience will be useful in my work.	78% (57)	11% (8)	10% (4)
The information was relevant to my life.	77% (56)	15.1% (11)	8% (6)
I would recommend this learning experience to others.	80% (59)	15.1 (11)	8% (6)

Evaluation Question: Were participants able to define and apply concepts?

<i>Write-in answers, assessed by 2 independent coders</i>	Answer was accurate/ appropriate	Inaccurate
ACCURATE UNDERSTANDING?		
<i>How would you describe or define unconscious or automatic biases?</i>	82% (61)	18% (13)
APPLIED CASE APPLICATION?		
<i>Provide one or more examples of the way you will use or apply the strategies described in this learning experience.</i>	85% (63)	15% (11)

Pilot Test 2 (n=100)

Evaluation questions: Did the intervention increase relevant knowledge? Did the intervention increase perceived value (attitude towards) use of strategies to interrupt unconscious (implicit bias)?

	Pretest	Post-test	Statistical Significance of t Change ¹
How much do you know about the topic of unconscious (implicit) bias?	84% responded "a lot", or "a great deal"	93% responded "a lot", or "a great deal"	.012

ATTITUDE TOWARDS TRAINING GOAL (VALUE OF GOAL)

How much do you agree or disagree with the following statements?

Learning how to prevent unconscious bias can improve the quality of patient care	65% agreed with statement	84% agreed with statement	.42
Learning how to prevent unconscious bias is a good use of health care providers' time	57% agreed 43% disagreed	75% agreed 4% disagreed	.002

SELF-EFFICACY REGARDING ABILITY TO INTERRUPT BIAS

How confident are you that you can prevent unconscious (implicit) bias from negatively affecting your behavior?	86% indicated "moderately", "very", or "extremely"	98% indicated "moderately", "very", or "extremely"	.002
Do you know of any specific strategies that can help you prevent the negative effects of unconscious/implicit bias?	48% said Yes, 1 17% said Yes, 2 or more	35% said Yes, 1 56% said Yes, 2 or more	.001

¹ (≤.05 is statistically significant)

Pilot Test 3 (n=81)

Evaluation question: Were there statistically significant improvements between pretest and posttest scores on key cognitive predictors of recommended strategies?

CHANGE IN ATTITUDE TOWARDS RECOMMENDED BIAS-INTERUPTION BEHAVIORS			
<i>For each recommended behavior or strategy, participants were asked how beneficial vs harmful, useful vs useless, and important vs unimportant it is that they use the strategy when interacting with diverse others (5 point scale)</i>	Change in mean score measured before and after the Learning Experience	Std. Deviation	Statistical Significance of Pretest-Posttest Change ²
Beneficial: perspective taking	.241	1.027	.091
Useful: perspective taking	.222	1.144	.159
Important: perspective take	.241	1.045	.096
Beneficial: build partnerships	.370	.831	.002
Useful: build partnerships	.500	1.095	.001
Important: build partnerships	.556	1.192	.001
Beneficial: emotion regulation	.722	1.156	.000
Useful: emotion regulation	.370	1.263	.036
Important: emotion regulation	.370	1.121	.019
Beneficial: check for double standards	.537	1.145	.001
Useful: check for double standards	.611	1.406	.002
Important: check for double standards	.556	1.160	.001
Beneficial: eval skepticism	.556	1.208	.001
Useful: evaluate their skepticism	.352	1.200	.036
Important: evaluate their skepticism	.148	1.323	.414
CHANGE IN SELFEFFICACY REGARDING SUCCESSFUL PERFORMANCE OF BEHAVIOR			
Perspectivetaking	.370	.996	.009
Build partnerships	.407	.836	.001
Use emotional regulation skills	.148	1.053	.306
Check for double standards	.278	.811	.015
Evaluate your skepticism	.315	.968	.020
CHANGE IN INTENTION TO IMPLEMENT BEHAVIOR WHEN INTERACTING WITH DIVERSE OTHERS			
Perspectivetaking	.241	.889	.052
Build partnerships	.259	1.119	.095
Use emotional regulation skills	.426	.983	.002
Check for double standards	.444	1.058	.003
Evaluate your skepticism	.370	.917	.005

² (≤.05 is statistically significant)

Pilot Test 3, Continued

CHANGE IN LIKELIHOOD OF PARTICIPATING IN FURTHER SKILLBUILDING AND LEARNING

	Change in mean score measured before and after the Learning Experience	Std. Deviation	Statistical Significance of Pretest-Posttest Change ³
If the health care organization you work for offered a training focused on strengthening perspective-taking skills, how likely is it you would participate?	.222	.793	.044
If the health care organization you work for offered A training focused on strengthening emotional regulation, emotion shifting, and/or stress reduction skills, how likely is it you would participate?	.463	.840	.000
If the health care organization you work for A training focused on strengthening partnership building skills, how likely is it you would participate?	.222	.861	.063

³ ($\leq .05$ is statistically significant)