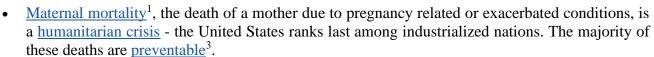
Maternal Mortality Disparities: Is Implicit Bias Training Effective?

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- Mortality rates for Black women are more than three times the rates of Asian, Latinx, and White women
- Interpersonal and structural racism⁴, including health care provider discrimination⁶, lack of access
 to health insurance
 5, and poor hospital quality
 where Black women are treated, are linked to racial health disparities.

Implicit Bias - unconscious attitudes based on societal exposure.

- Non-Black healthcare providers hold implicit biases that may negatively impact their treatment of Black patients. ⁶ Black healthcare providers show lower implicit biases. ⁶
- Research is equivocal⁶ on whether training alters healthcare provider bias, and single sessions of medical school anti-bias training has not⁷ reduced long term implicit biases.
- Implicit biases are, in part, derived from one's <u>environment</u>⁸, therefore, training must integrate structural changes.
- North Carolina's 2011 Pregnancy Medical Home (PMH)⁹ combined implicit bias training with structural health system changes. The program was credited with <u>significantly reducing</u>¹⁰ Black maternal mortality disparities but White maternal mortality increased ⁹. Latest available data shows a re-emerging <u>widening Black maternal mortality racial disparity</u> ⁹.

Policy Recommendations

Implicit bias interventions must target multiple levels of <u>determinants</u>⁴ of racial disparities addressing the interaction of health care systems, workers, and patients.

- o **Improve Data Collection:** Aggregate and disseminate data from large Health-Care systems' Integrated Delivery Networks¹¹. Expand state level <u>Maternal Mortality Review Committees</u> ³.
- o **Address Disparate Hospital Quality:** <u>Bundles</u>⁵, evidence-based protocols that standardize treatment, and suitable for rural and urban environments, should be nationally implemented. Data form MMRCs can be used to generate localized Bundles and for continuous monitoring to assure maintenance of gains and improvement in outcomes.
- o **Improve Healthcare Access**: Medicaid expansion of under the Affordable Care Act (ACA) in states with large Black populations and Medicaid extension of must be prioritized.
- Fund Research on Innovative Care Models: Group Prenatal Care (GPC) shows promise
 in improving maternal health behaviors¹³. Doula supported women have fewer <u>delivery</u>
 complications¹². Research support is needed to ascertain their effectiveness on mortality
 outcomes.
- Diversify Health Care Professionals: National and state initiatives to develop and train Black physicians and other healthcare workers must be implemented.





Additional Resources

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