MEND Study Report
Preliminary Survey Research on Support for Stakeholder-generated IRB Recommendations Outside of MEND Bay Area Study Region

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MEND

UCSF California Preterm Birth Initiative

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In September 2022, the MEND study presented at a UC San Francisco Preterm Birth Initiative "Collaboratory" – a town hall that engages birth equity stakeholders (e.g., patients, advocates, providers, researchers, administrators). We presented information about SB464, inequities in maternal health, and MEND study research and findings, then fielded a short survey of attendees. The survey was designed to investigate whether individuals outside of the MEND recruitment region agreed with a collection of MEND study-derived recommendations for implicit bias training (IBT).

Methods & Data

In survey design we prioritized recommendations that could be clearly communicated in a short statement and that referred to components not reflected in widely used IBT approaches. These resulted in 14 statements in two modules (training-focused, institution-focused) to which participants could respond. The English-language survey was administered on Qualtrics platform and took approximately 3 minutes to complete. The survey was reviewed and approved as minimal risk by UC San Francisco's IRB; participants reviewed a consent information sheet before responding.

Results

54 individuals with complete data on at least one module of recommendation questions were former or current healthcare workers. Most (n=39) of these respondents were outside of the main counties from which the main MEND study recruited its qualitative sample (Table 1). These respondents are the focus of analyses here. 24 individuals in the sample had never worked in healthcare, whom we refer to here as 'patients.' For both groups, the majority of respondents supported all of the survey items, with the exception of the one 'quality control' item we included—a feature of IBT that most MEND qualitative study participants disliked. We included this item as a way to assess whether respondents were uncritically responding positively to queries recommendations. Participants of the main MEND qualitative study were excluded from the sample analyzed here.

Healthcare workers

Support for most items was around 75% or higher among healthcare workers (Figures 1 & 2, Tables 2 & 3). The proportion of support is even higher when assessed only among individuals who were eligible to answer 'yes' or 'no." (Individuals who reported that their training already had a given feature were not asked to speculate about whether its addition would make the training more effective.) High levels of support were found in all examined iterations of the sample, including both current and past healthcare workers; healthcare workers in and outside of California, and healthcare workers outside of the county or metropolitan statistical area in which main MEND study respondents were sampled (Tables 2 & 3).

Patients/Non-healthcare workers

As “patient” respondents were not asked whether a given quality was present in antibias training they’d taken, all were eligible to agree or disagree regarding all queries recommendations. Level of support among “patient” respondents varied by recommendation, with most in the 60s or 70s. They expressed the most support for training including information specific to the healthcare facility; giving trainees the opportunity to apply skills; and providing protected/paid time for training.

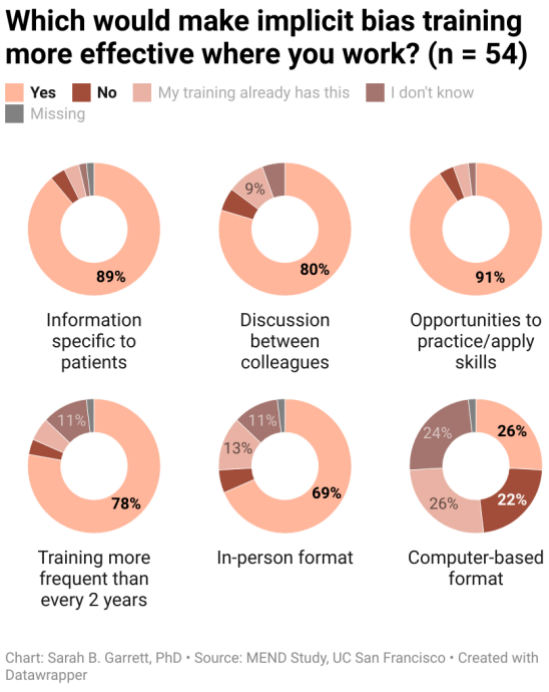
Discussion & Conclusion

In a survey of IBT recommendations generated by IBT stakeholders, healthcare worker past and present, and non-healthcare workers recorded high levels of support. Levels were similarly high both within and outside of the main MEND study’s Bay Area recruitment region.

This survey had a small sample size and recruited from a group that was, by virtue of their PTBi Collaboratory attendance, interested in birth equity. Similar research should be conducted in groups more heterogeneous with regard to investment in birth equity interventions and in other settings. Our findings show that stakeholder recommendations can be productively investigated in survey formats, which can facilitate the larger-scale investigation of the acceptability and feasibility of different IBT approaches.

FIGURE 1. Level of support for stakeholder-recommended IBT qualities among healthcare workers (current or former) in:

1a. Full sample



1b. Subsample outside of MEND study region

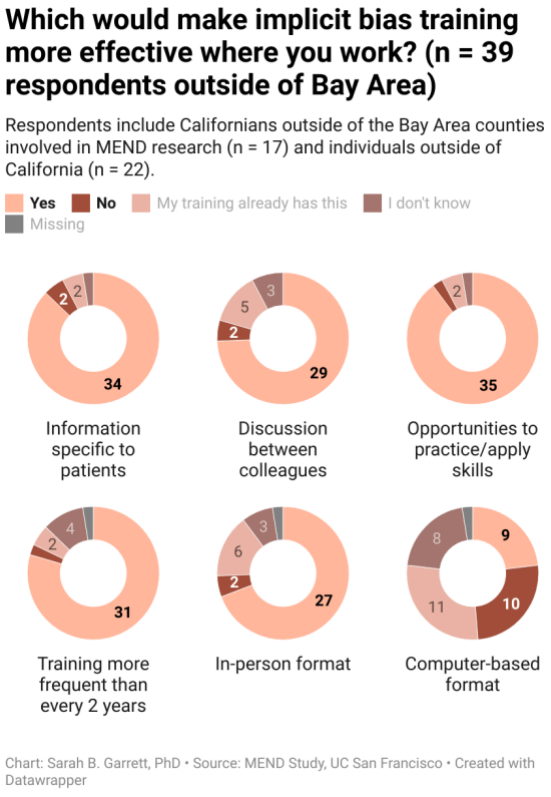
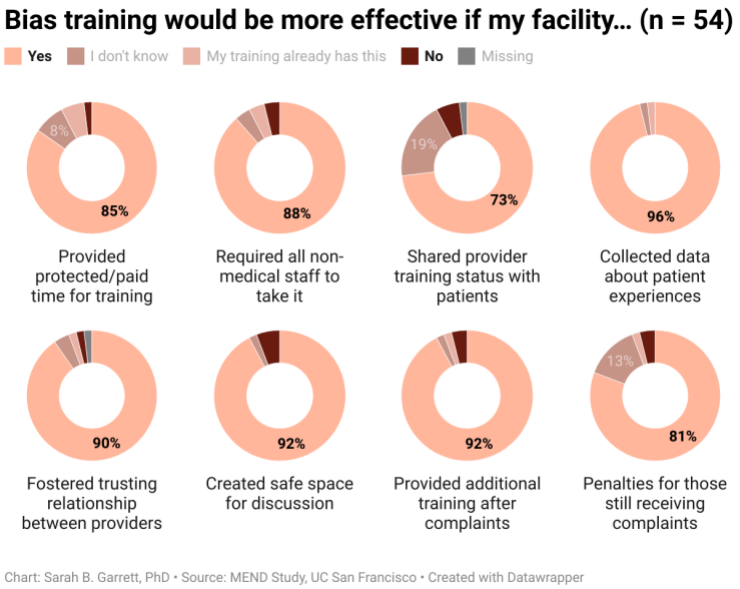
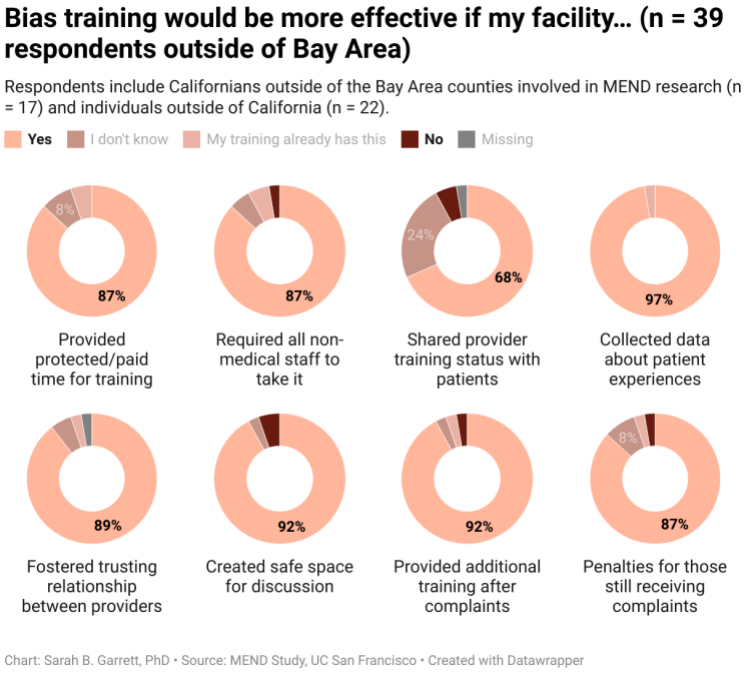


FIGURE 2. Level of support for stakeholder-recommended facility environment qualities among healthcare workers (current or former) in:

2a. Full sample



2b. Subsample outside of MEND study region



DATA TABLES

Table 1

Characteristic	HCW (N=54) n	(%)
Location of healthcare facility		
California	32	(59.3)
State/territory other than CA	20	(37.0)
Outside of U.S.	2	(3.7)
Both other state/outside U.S.	0	
Counties [denominators=32 in CA]		
Alameda	9	(28.1)
Contra Costa	4	(12.5)
Los Angeles	3	(9.4)
Mendocino	2	(6.3)
Sacramento	1	(3.1)
San Diego	3	(9.4)
San Francisco	6	(18.8)
San Mateo	1	(3.1)
Santa Clara	1	(3.1)
Solano	1	(3.1)
Yolo	1	(3.1)
Current healthcare setting [**denominators=25 current HCWs**]		
Hospital	9	(36.0)
Outpatient clinic	5	(20.0)
Freestanding birth clinic	0	
Home-based care/home visiting	1	(4.0)
Hospital & outpatient	4	(16.0)
Hospital & birth clinic	1	(4.0)
Hospital & other	1	(4.0)
Outpatient clinic & home-based care	1	(4.0)
Other	3	(12.0)
Previous healthcare setting [**denominators=29 previous HCWs**]		
Hospital	9	(31.0)
Outpatient clinic	3	(10.3)
Freestanding birth clinic	0	
Home-based care/home visiting	2	(6.9)
Other	3	(10.3)
Hospital/outpatient clinic (OPC)	4	(13.8)
Hospital/OPC/Birth clinic/Home-based	1	(3.4)
Hospital/OPC/Home-based	1	(3.4)
Hospital/OPC/Home-based/Other	1	(3.4)

Hospital/Birth clinic/Home-based	2	(6.9)
Hospital/Home-based	1	(3.4)
Outpatient/Birth clinic	1	(3.4)
Birth clinic/Home-based/Other	1	(3.4)
Missing	0	
Underwent training designed to reduce bias? [Q8]		
No	13	(24.1)
Yes	39	(72.2)
Did not answer	2	(3.7)

Table 2. Level of support for stakeholder-recommended IBT qualities among healthcare workers (current or former) in different subsamples

Question asked:	All HCW Responders		California only		Outside California		Sample without 2 MEND counties		Current HCW		Past HCW	
Which would make implicit bias training more effective where you work?	HCW (N=54)		HCW (N=32)*		HCW (N=22)		HCW (N=39)		HCW (N=25)		HCW (N=29)	
	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)
Information specific to patients												
No	2	(3.7)	1	(3.1)	1	(4.5)	2	(5.1)	1	(4.0)	1	(3.4)
Yes	48	(88.9)	28	(87.5)	20	(90.9)	34	(87.2)	23	(92.0)	25	(86.2)
I don't know	1	(1.9)	1	(3.1)	0		1	(2.6)	0		1	(3.4)
My training already has this	2	(3.7)	1	(3.1)	1	(4.5)	2	(5.1)	0		2	(6.9)
Missing	1	(1.9)	1	(3.1)	0		0		1	(4.0)	0	
Computer-based format *(quality control item)*												
No	12	(22.2)	6	(18.8)	6	(27.3)	10	(25.6)	5	(20.0)	7	(24.1)
Yes	14	(25.9)	8	(25.0)	6	(27.3)	9	(23.1)	7	(28.0)	7	(24.1)
I don't know	13	(24.1)	9	(28.1)	4	(18.2)	8	(20.5)	3	(12.0)	10	(34.5)
My training already has this	14	(25.9)	9	(28.1)	5	(22.7)	11	(28.2)	10	(40.0)	4	(13.8)
Missing	1	(1.9)	0	(0.0)	1	(4.5)	1	(2.6)	0		1	(3.4)
In-person format												
No	3	(5.6)	2	(6.3)	1	(4.5)	2	(5.1)	3	(12.0)	0	
Yes	37	(68.5)	21	(65.6)	16	(72.7)	27	(69.2)	16	(64.0)	21	(72.4)
I don't know	6	(11.1)	5	(15.6)	1	(4.5)	3	(7.7)	3	(12.0)	3	(10.3)
My training already has this	7	(13.0)	4	(12.5)	3	(13.6)	6	(15.4)	3	(12.0)	4	(13.8)
Missing	1	(1.9)	0	(0.0)	1	(4.5)	1	(2.6)	0		1	(3.4)
Discussion between colleagues												
No	3	(5.6)	2	(6.3)	1	(4.5)	2	(5.1)	2	(8.0)	1	(3.4)
Yes	43	(79.6)	26	(81.3)	17	(77.3)	29	(74.4)	17	(68.0)	26	(89.7)
I don't know	3	(5.6)	2	(6.3)	1	(4.5)	3	(7.7)	2	(8.0)	1	(3.4)
My training already has this	5	(9.3)	2	(6.3)	3	(13.6)	5	(12.8)	4	(16.0)	1	(3.4)
Missing	0	(0.0)	0	(0.0)		(0.0)	0		0		0	
Opportunities to practice/apply skills												
No	2	(3.7)	2	(6.3)	0		1	(2.6)	2	(8.0)	0	

Yes	49	(90.7)	29	(90.6)	20	(90.9)	35	(89.7)	21	(84.0)	28	(96.6)
I don't know	1	(1.9)	0		1	(4.5)	1	(2.6)	0		1	(3.4)
My training already has this	2	(3.7)	1	(3.1)	1	(4.5)	2	(5.1)	2	(8.0)	0	
Missing	0	(0.0)	0	(0.0)		(0.0)	0		0		0	
Training more frequent than every 2 years												
No	2	(3.7)	2	(6.3)	0		1	(2.6)	2	(8.0)	0	
Yes	42	(77.8)	24	(75.0)	18	(81.8)	31	(79.5)	18	(72.0)	24	(82.8)
I don't know	6	(11.1)	4	(12.5)	2	(9.1)	4	(10.3)	2	(8.0)	4	(13.8)
My training already has this	3	(5.6)	2	(6.3)	1	(4.5)	2	(5.1)	3	(12.0)	0	
Missing	1	(1.9)	0	(0.0)	1	(4.5)	1	(2.6)	0		1	(3.4)

Table 3. Level of support for stakeholder-recommended training environment qualities among healthcare workers (current or former) in different subsamples

Question asked:	All HCW Responders		California only		Outside California		**Sample without 2 MEND counties**		Current HCW		Past HCW	
Bias training would be more effective if my facility…	HCW (N=52)		HCW (N=30)*		HCW (N=22)		HCW (N=39)		HCW (N=23)		HCW (N=29)	
	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)
Provided protected/paid time for training												
No	1	(1.9)	1	(3.3)	0		0	(0.0)	1	(4.3)	0	
Yes	44	(84.6)	24	(80.0)	20	(90.9)	33	(84.6)	21	(91.3)	23	(79.3)
I don't know	4	(7.7)	2	(6.7)	2	(9.1)	3	(7.7)	1	(4.3)	3	(10.3)
My training already has this	3	(5.8)	3	(10.0)	0		2	(5.1)	0		3	(10.3)
Missing	0		0		0		0		0		0	
Required all non-medical staff to take it												
No	2	(3.8)	1	(3.3)	1	(4.5)	1	(2.6)	1	(4.3)	1	(3.4)
Yes	46	(88.5)	27	(90.0)	19	(86.4)	33	(84.6)	22	(95.7)	24	(82.8)
I don't know	2	(3.8)	0		2	(9.1)	2	(5.1)	0		2	(6.9)
My training already has this	2	(3.8)	2	(6.7)	0		2	(5.1)	0		2	(6.9)
Missing	0		0		0		0		0		0	
Shared provider training status with patients												
No	3	(5.8)	2	(6.7)	1	(4.5)	2	(5.1)	2	(8.7)	1	(3.4)
Yes	38	(73.1)	23	(76.7)	15	(68.2)	26	(66.7)	17	(73.9)	21	(72.4)
I don't know	10	(19.2)	5	(16.7)	5	(22.7)	9	(23.1)	4	(17.4)	6	(20.7)
My training already has this	0		0		0		0		0		0	
Missing	1	(1.9)	0		1	(4.5)	1	(2.6)	0		1	(3.4)
Collected data about patient experiences												
No	0	(0.0)	0		0		0		0		0	
Yes	50	(96.2)	29	(96.7)	21	(95.5)	37	(94.9)	22	(95.7)	28	(96.6)
I don't know	1	(1.9)	1	(3.3)	0		0		1	(4.3)	0	
My training already has this	1	(1.9)	0		1	(4.5)	1	(2.6)	0		1	(3.4)
Missing	0		0		0		0		0		0	

Fostered trusting relationship between providers												
No	1	(1.9)	1	(3.3)	0		0		1	(4.3)	0	
Yes	47	(90.4)	27	(90.0)	20	(90.9)	34	(87.2)	21	(91.3)	26	(89.7)
I don't know	2	(3.8)	1	(3.3)	1	(4.5)	2	(5.1)	0		2	(6.9)
My training already has this	1	(1.9)	1	(3.3)	0		1	(2.6)	1	(4.3)	0	
Missing	1	(1.9)	0	(0.0)	1	(4.5)	1	(2.6)	0		1	(3.4)
Created safe space for discussion								(0.0)				
No	3	(5.8)	1	(3.3)	2	(9.1)	2	(5.1)	2	(8.7)	1	(3.4)
Yes	48	(92.3)	28	(93.3)	20	(90.9)	35	(89.7)	20	(87.0)	28	(96.6)
I don't know	1	(1.9)	1	(3.3)	0		1	(2.6)	1	(4.3)	0	
My training already has this	0		0		0		0		0		0	
Missing	0		0		0		0		0		0	
Provided additional training after complaints												
No	2	(3.8)	1	(3.3)	1	(4.3)	1	(2.6)	1	(4.3)	1	(3.4)
Yes	48	(92.3)	28	(93.3)	20	(87.0)	35	(89.7)	21	(91.3)	27	(93.1)
I don't know	1	(1.9)	0		1	(4.3)	1	(2.6)	0		1	(3.4)
My training already has this	1	(1.9)	1	(3.3)	0		1	(2.6)	1	(4.3)	0	
Missing	0		0		0		0		0		0	
Penalties for those still receiving complaints												
No	2	(3.8)	1	(3.3)	1	(4.3)	1	(2.6)	1	(4.3)	1	(3.4)
Yes	42	(80.8)	23	(76.7)	19	(82.6)	33	(84.6)	17	(73.9)	25	(86.2)
I don't know	7	(13.5)	5	(16.7)	2	(8.7)	3	(7.7)	4	(17.4)	3	(10.3)
My training already has this	1	(1.9)	1	(3.3)	0		1	(2.6)	1	(4.3)	0	
Missing	0		0		0		0		0		0	