

Supplementary Online Content



Salles A, Awad M, Goldin L, et al. Estimating implicit and explicit gender bias among health care professionals and surgeons. *JAMA Netw Open*. 2019;2(7):e196545. doi:10.1001/jamanetworkopen.2019.6545

eTable 1. IAT Design for Gender and Surgery vs Family Medicine

eTable 2. Regression Analysis Predicting Implicit and Explicit Bias From the Gender-Specialty IAT

This supplementary material has been provided by the authors to give readers additional information about their work.

eTable 1. IAT Design for Gender and Surgery vs Family Medicine

Sequence	1	2	3*	4	5*
Task Description	Initial target-concept discrimination	Associated attribute discrimination	Initial combined task	Reversed target-concept discrimination	Reversed Combined Task
Task Instructions	Male Female	Surgery Family Medicine	Male/Surgery Female/Family Medicine	Male Female	Female/Surgery Male/Family Medicine
Sample Stimuli	Julia Michelle Anna Emily Rebecca Ben John Daniel Paul Jeffrey	Surgery Surgeon  Family Medicine Family Doctor 	<ul style="list-style-type: none"> • Male names with surgeon targets • Female names with family medicine targets 	Julia Michelle Anna Emily Rebecca Ben John Daniel Paul Jeffrey	<ul style="list-style-type: none"> • Female names with surgeon targets • Male names with family medicine targets

*Blocks 3 and 5 are repeated.

Note. There are 20 trials in Blocks 1, 2, and the first iteration of Blocks 3 and 5, 28 trials in Block 4, and 40 trials in the second iteration of Blocks 3 and 5.

eTable 2. Regression Analysis Predicting Implicit and Explicit Bias From the Gender-Specialty IAT*

Independent variable	Implicit bias				Explicit bias			
	<i>B</i>	95% <i>CI</i>	<i>t</i>	<i>p</i>	<i>B</i>	95% <i>CI</i>	<i>t</i>	<i>p</i>
Gender (ref = male)								
Female	-0.04	(-0.19, 0.12)	-0.47	0.64	-0.67	(-1.21, -0.13)	-2.45	0.02
Age	-0.002	(-0.01, 0.01)	-0.47	0.64	0.02	(-0.01, 0.05)	1.14	0.26
Race/ethnicity (ref = White)								
Black	0.01	(-0.21, 0.22)	0.06	0.95	0.37	(-0.40, 1.14)	0.96	0.34
Asian	-0.06	(-0.25, 0.13)	-0.59	0.55	0.81	(0.13, 1.48)	2.36	0.02
Hispanic	-0.18	(-0.44, 0.08)	-1.40	0.16	0.22	(-0.70, 1.13)	0.47	0.64
Other	-0.11	(-0.46, 0.25)	-0.59	0.56	0.52	(-0.75, 1.79)	0.81	0.42
Title (ref = other)								
Assistant professor	0.06	(-0.13, 0.26)	0.64	0.52	-0.04	(-0.75, 0.66)	-0.13	0.90
Associate professor	0.01	(-0.23, 0.25)	0.10	0.92	-0.60	(-1.45, 0.26)	-1.39	0.17
Professor	0.04	(-0.25, 0.33)	0.28	0.78	-0.53	(-1.56, 0.51)	-1.00	0.32
Private practice	-0.08	(-0.31, 0.16)	-0.64	0.52	-1.13	(-1.96, -0.29)	-2.68	0.009

**B*=regression coefficient; *CI*=confidence interval; *t*=*t*-statistic; *p*-value