

Table 2. Commitments-to-Change and Change Implemented

As a result of this home visit experience, I commit to:

Resident 1	Taking five minutes before each visit to address my own self bias and to use perspective taking during the visit to help address my bias
Resident 2	I will use mindfulness between patients - I will work on my messaging to decrease bias and make patients feel heard
Resident 3	Go into each patient encounter free of any assumptions that a patient will be resistant or disinterested in my recommendations
Resident 4	Spending more time in reflection, becoming more mindful of my thoughts
Resident 5	Reminding myself each day before clinic/inpatient to connect with each patient as an individual rather than the social/racial group that they identify
Resident 6	Challenge my assumptions about patient's living situations
Resident 7	Bring mindful attention to each patient, taking a deep breath before I enter, and listen to what they have to say
Resident 9	Actively working to be an anti-racism advocate for my patients and not just to be aware of my own implicit biases

Based on this experience, what changes have you implemented beyond what you listed?

Resident 1	Spending more taking a social history with patients during their visits
Resident 2	I'm looking to learn more-and looking at books around race and bias. Currently reading Toni Morrison's book of essays that are also incredibly eye opening, otherwise continuing to try to be mindful and find common ground
Resident 4	Seeking out providers of different races for myself
Resident 5	Since making the original goal, there has been more use of Telemedicine, causing me to reframe my goal and apply it to the telehealth situation. In particular, identifying how patients may be more at risk to effects of bias & disparities
Resident 6	I have been trying to make a conscious effort to place myself in others shoes, to take their perspective before jumping to conclusions or assumptions. Forcing myself to simply be aware of some of these judgments has helped me check my own emotions before patient interactions
Resident 7	Tried to use meditation
Resident 9	I am not sure if it's specifically based on this experience, but I am trying to be more vocal when I hear about racial injustices or micro-aggressions. I have very strong opinions on the issue, but I also tend to like to avoid confrontation so I don't always say things when I wish I had