

Table 1. Qualitative themes and representative quotes

THEME 1: Response to IAT

<i>Subtheme</i>	<i>Representative quote</i>
Acceptance	I was okay with my result of the bias test
Resistance	My implicit bias test showed that I have no automatic preference for white or black people, but I am pretty sure that this is not true
Surprise	I was quite surprised to see my results from the implicit bias test

THEME 2: Barriers

<i>Subtheme</i>	<i>Representative quote</i>
Time	I think it's a hard thing to squeeze in
Competing demands	I do feel like clinic can be frenzied...so many expectations to manage, and a certain level of quality to meet
Telehealth	That motivation to find shared common ground is lost when it's a computer screen and not a person's face. Telehealth has definitely impacted my particular goal.
Judgmental	I think there's a lot of judgement...underlying a lot of my thoughts about some of my patients that I wasn't aware of before that
Efficient	I think the barrier most of the time to mindfulness in all of life is the hurry we feel--the hurry to move from thing to thing, to get it done, to be right, to be efficient.

THEME 3: Strategies

<i>Subtheme</i>	<i>Representative quote</i>
Self-awareness/introspection	I'm bringing to conscious light things that may happen in a split second and that's a positive experience for me
Self-reflection	Taking time (5 minutes) before each visit for self-reflection about my bias will help keep this at the forefront of my mind
Challenge assumptions	I constantly challenge myself when negative thoughts about patients cross my mind to see if my biases are influencing those thoughts
Empathy	...looking for shared ground or common experiences and...imagining you're in their shoes
Humanism	I think that reminding myself to connect with an individual rather than assuming things about their background will aid me in this
Listen	I found that being aware of it (implicit bias) has helped me to...listen to a large (part) of my patient population a lot more and be more compassionate towards them
Slowing down	During these difficult and stressful times, it is especially important to 'learn to slow down'
Asking more questions	In my patient encounter, I tried to make less assumptions and follow up areas I did not understand with questions

THEME 4: Value of Home Visits

<i>Subtheme</i>	<i>Representative quote</i>
Time	I think the home visits allow a lot more time to get to know the patient too, so you get to break down those barriers and those initial biases that you had...it's an easier setting to apply some of the strategies that we talked about because there is more time for the visits
Humanism	I think there's a huge value in humanizing someone in their home setting
Finding common ground	One of the patients that we visited was a very talented musician and I love music. I'm a musician myself and that common ground helped to break down implicit biases that may have been there beforehand
Relaxing	I find the home visits just really relaxing. ...when you have a little bit more time, it allows you to be a little bit more mindful and challenge some of those implicit biases that you may be aware of

THEME 5: Mindfulness

<i>Subtheme</i>	<i>Representative quote</i>
Present	Being present to the moment...instead of thinking about what I'm gonna' do, what I have to do in the next hour or that evening, or what I screwed up that morning
Self-awareness	Being aware of myself internally and then what surrounds me in the moment
Purposeful	Having that pause and being really purposeful in what you're doing, what you're saying, what you're feeling and how you carry on
Internal reflection	Internal reflection of my emotions and making sure that I'm aware that I have them and reflecting on why I have them
Thoughts as neutral	Trying to remind myself that not every thought I have has to be a good thought or bad thought. It's just a thought; it's just something that I'm experiencing