

# Racism in Healte

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[Ebony Jade Hilton](#), [Chethan Sathya](#) on July 9, 2020

As physicians from three distinct racial minorities, our lives are defined by an innate tension. On one hand, we experience the privilege of being highly educated professionals, often with power dynamics and societal respect on our side. On the other hand,

stands, Black people have higher death rates for eight of the 13 leading causes of death. Once again, we ask: why?

While we know there are many social determinants of health, we suggest starting with a variable within our own control as physicians: implicit bias. Defined as the unconscious attribution of particular qualities to a member of a social group or class of people, implicit bias is a term that has been making its way around the health care sector without ample consideration or integration to date. It is a particularly nefarious challenge given most of us are literally unconscious of it—not to mention being defensive about it when we're called out.

