



Florida Atlantic University
Christine E. Lynn College of Nursing

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BUILDING HEALTH EQUITY IN DOCTORAL
EDUCATION



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Unconscious Bias

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Why We Fall for Tall, Dark & Handsome Men!

- Implicit Association Test (IAT)
- Developed by
 - Greenwald, Banaji, & Nosek
- Testing quick connections between pairs of ideas that are related in our minds

<https://implicit.harvard.edu/implicit/education.html>

- IAT Measures
 - Immediate
 - Automatic associations

How do we change our reactions in spontaneous situations?

Changing Experiences

Awareness of Attitudes & Beliefs

Knowledge

Implicit Association Test

Category

European American
and
Bad

Category

African American
and
Good

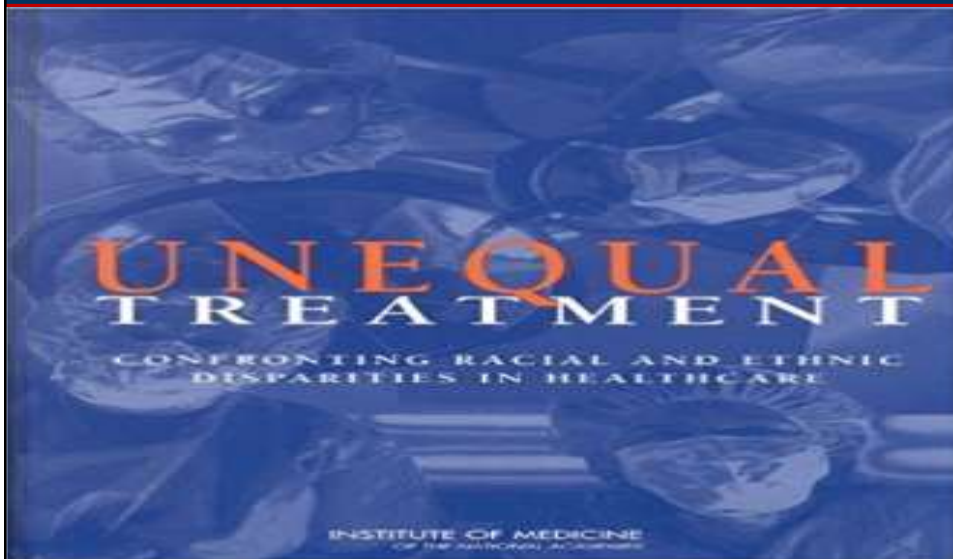
MALE

○ CAREER
Bob
CEO
JOHN
SCIENTIST

FEMALE

○ FAMILY
Mary
LAUNDRY
KAY
HOUSEWORK

- RELEVANCE
- WHITE SUPREMACY
- RACISM
- MALE SUPREMACY
- SEXISM



○ Disparities

- Care of Minority Infants & Children
- Care of Minority Women
- Care of Minority Older Adults

(Goyal et al 2015; Lopez, 2014;
Ryn,Burgess, Dovidio, & Phelan, 2011)

RACIAL DISPARITIES IN CARE OF CHILDREN

Appendicitis pain is undertreated in pediatrics, and

- Racial disparities with respect to analgesia administration exist.
- Black children are less likely to
- receive any pain medication for moderate pain and
- less likely to receive opioids for severe pain,
- suggesting a different threshold for treatment.

(Goyal, Kuppermann, Cleary, Teach, & Chamberlain, 2015)

RACE & ETHNIC DIFFERENCES IN NICUs
Findings in Study by Profit et al 2017

“ large racial and/or ethnic differences in quality exist between and within NICUs,...
the quality deficit among disadvantaged populations is concentrated on modifiable measures of quality...”

How do we change?

“To Know and Not to do Is Not Yet to Know”

Buddhist Proverb

○ “to learn and not to do is really not to learn. To know and not to do is really not to know.”

Stephen Covey

Nodding's Ethics of Caring in Education

- Modeling
- Dialogue
- Practice
- Confirmation

- “THERE IS NOT A SINGLE COURSE THAT RACISM OR SEXISM DOES NOT ENTER”

PEGGY CHIN



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○ IN THINKING ABOUT HEALTH EQUITY, WHAT MATTERS THE MOST TO YOU?

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- STORIES CAN BE POWERFUL TOOLS TO AFFECT LEARNING

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HILARY
SWANK

FRANCES
O'CONNOR

JULIA
ORMOND

ANJELICA
HUSTON

VOTES
FOR
WOMEN

IRON JAWED ANGELS

LEAD, FOLLOW OR GET OUT OF THE WAY.

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ALICE PAUL

CLAIMING
POWER



J.D. Zahniser &
Amelia R. Fry

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A THREAT NO ONE DARED FACE.
A WORD NO ONE WANTED TO SPEAK.
A FIGHT FOR MANY, FOUGHT BY FEW.



MATTHEW MODINE

AND THE BAND PLAYED ON

Special Appearances by

Alan Alda Phil Collins Richard Gere Anjelica Huston
Steve Martin Ian McKellen Lily Tomlin

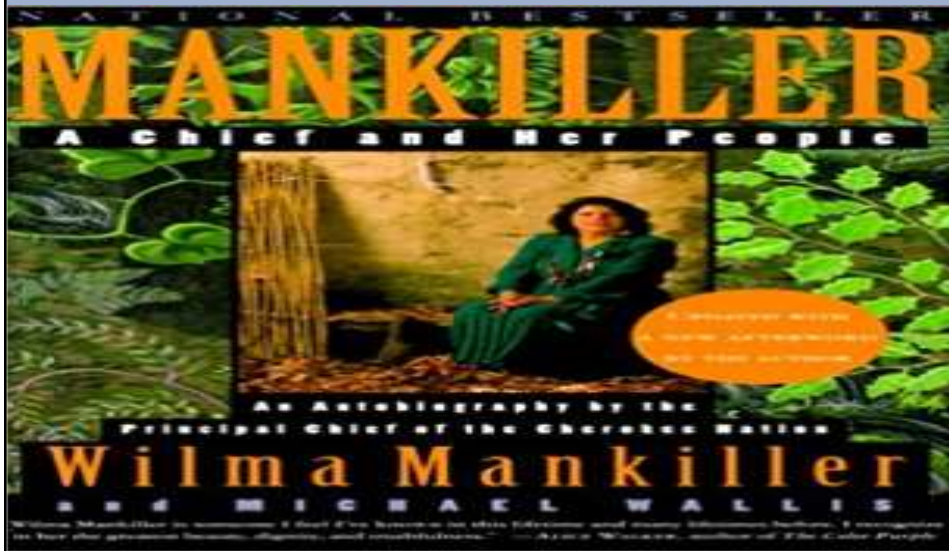
Also Starring

Glenn Headly Swoosie Kurtz Richard Masur Saul Rubinek
Charles Martin Smith B.D. Wong

DVD
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HISTORICAL CONTEX

WALTER DEAN MYERS

Ida B. Wells

Let the Truth Be Told



ILLUSTRATED BY BONNIE CHRISTENSEN

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ACTIVITY

- THINK OF 1 EXAMPLE OF HOW YOU MODEL SOCIAL JUSTICE IN YOUR COURSE OF CLASSROOM
- SHARE IT WITH YOUR NEIGHBOR

○ RESPONSES & QUESTIONS