

# The Integration of Implicit Bias Training for Admission Reviewers: A Multifaceted Approach for Success

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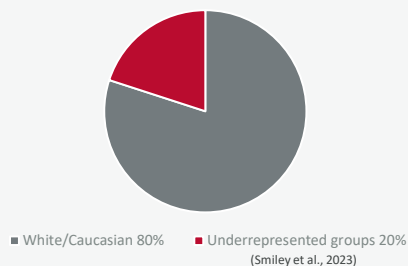
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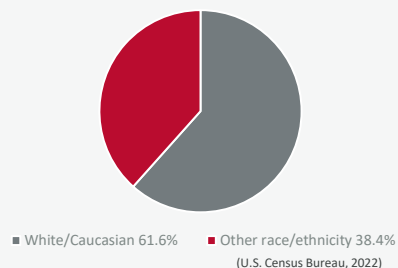
## Holistic Admissions

- One Aim: Diverse Workforce

Current RN Workforce Demographics



US Demographics



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## Implicit Bias

- Affects decisions made in the holistic review process.
- Mitigating Strategies
  - Diversity in mission statement ~~Con~~gruent with admission review processes
  - Engaging faculty in admission process
  - Admission reviewer training
    - What, when, how????

(Aartinian et al., 2017; NASEM, 2021; Noone & Najjar, 2021)

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## Admission Reviewer Training

- Online course through learning management system
  - Learning objectives:
    1. Explore the purpose of and concepts related to holistic admissions
    2. Recognize the process and strategies to effectively evaluate applicants
    3. Identify how implicit bias impacts applicant evaluation
    4. Apply strategies to minimize the impact of implicit bias.
  - Two Modules
    - **Module one:** general information, technology used, program specific attributes, experiences and metrics, implicit bias impact on admissions
    - **Module two:** practice module
- Most aspects asynchronous

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# Implicit Bias Integration



Online Course



Synchronous large group discussion



Small group discussion (Pods)

Images from Microsoft PowerPoint

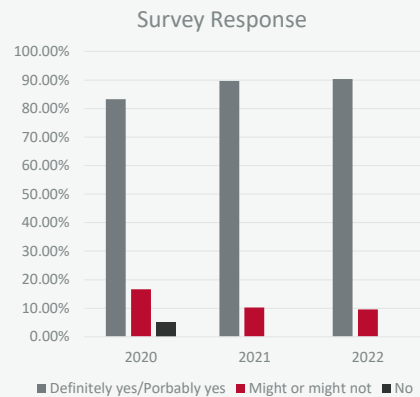
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# Results

- Faculty & Staff Participating
  - 2020: 36 faculty
  - 2021: 45 faculty and 11 staff
  - 2022: 61 faculty and 9 staff

- Post Participation Survey:
  - Did the implicit bias training adequately prepare you to evaluate the applicants?

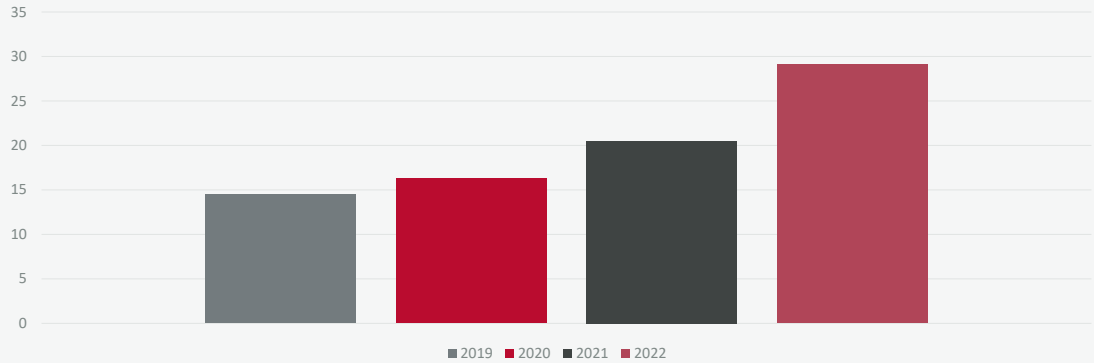


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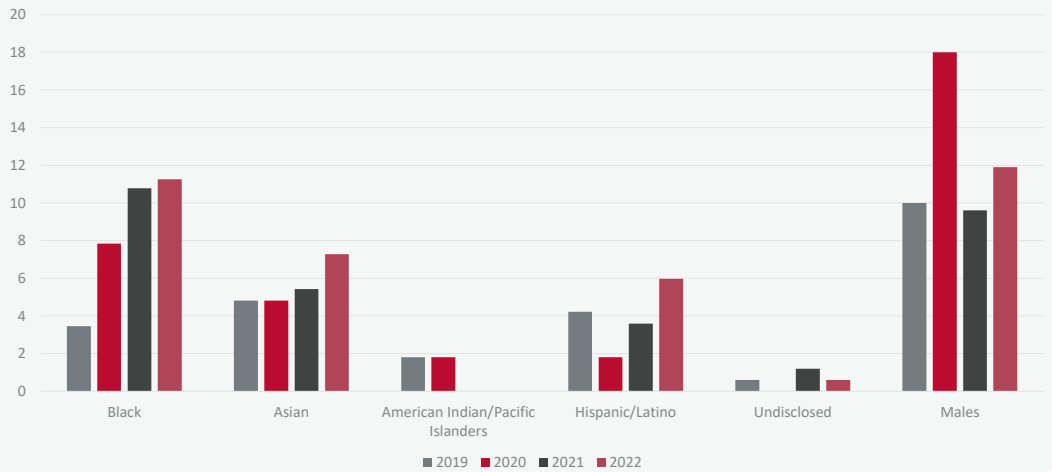
# Results

Admission for Minority Groups



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# Results



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## Limitations and Conclusion

- Other factors may have contributed to the increase in admission rates.
- The integration of implicit bias training for admission reviewers, in conjunction with holistic admissions, can be beneficial to increasing diversity in nursing.



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# Questions?

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