

Problem

Every human has implicit bias. Implicit bias in nurses contributes to health disparities, decreased quality of care and health inequity.

Background

- **Implicit bias:** Associations or attitudes that reflexively alter our perceptions, thereby affecting behavior, interactions, and decision making
- **Health disparities:** Differences that exist among specific population groups in the attainment of full health potential
- **Health Equity:** The state in which everyone has the opportunity to attain full health potential
- **Cultural Safety:** Aspect of caring that promotes equity in healthcare by breaking down barriers and offering patient-specific supports
- **Simulation is one tool to mitigate implicit bias**
- **Impact of implicit bias:**
 - Decreased quality of care
 - Decreased trust in health systems
 - Delay or avoidance in seeking care
 - Decreased health equity
 - Higher morbidity and mortality
 - Perpetuation of Health disparities

Objectives

- **Address implicit bias in nursing students systematically through simulation**
- **Contribute to health equity by decreasing implicit bias in future nurses**
- **Incorporate cultural humility questions in simulation debrief as a tool to mitigate implicit bias**



Methodology and Simulation Details

- UMMC simulations follow International Nursing Association for Clinical Simulation and Learning (INACSL) Standards of Best Practice
- Incorporate 2-3 cultural safety/cultural sensitivity questions into debrief sessions to bring to light implicit biases that may come to light in simulation. For example:
 - Did the healthcare provider demonstrate flexibility or rigidity?
 - How might the healthcare provider's actions impact patient-centered care?
 - What are some strategies you saw or might consider using to level the power imbalances or flatten the hierarchies in this event?
 - What actions might demonstrate cultural humility?
- Discuss and reflect in a non-judgmental way with students in debrief

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References:



Proposed Steps

- **Seek IRB approval**
- Incorporate cultural sensitivity questions into simulation debrief sessions
- Offer reflective questions in post simulation journals
- Use Implicit Bias Association Test to gauge implicit bias in nursing students throughout the program
- Evaluate qualitative/quantitative surveys after simulations and throughout program
- Consider expanding to include all nursing programs at UMMC
- Consider expanding to interprofessional simulation
- Consider publication of results

Anticipated Outcome

- Increased awareness of implicit bias in simulation participants





CAPSTONE PRESENTATION & GRADUATION

Addressing implicit bias in nursing students through simulation

Jennifer Laub, MSN, RN

Biography

Jennifer M. Laub MSN, RN has been a nurse since 2007 after graduating from Mount St. Joseph University in Cincinnati, Ohio. Laub's career has ranged from cardio-thoracic stepdown to labor and delivery, post partum and nursery as well as in six different states across the country as a staff and travel nurse. Laub has lived in several different countries doing medical service and is fluent in Spanish which has fed her passion for population health and health equity. Through precepting new nurses and being a charge nurse, Laub grew in passion for teaching and leading the next generation of nurses, and now is working at University of Mississippi Medical Center (UMMC) in an Accelerated Bachelor of Science in nursing program. UMMC has encouraged a commitment to diversity, equity and inclusion which has now become a priority in Ms. Laub's teaching and scholarly work. As a life-long learner and a human who is committed to social justice, Laub aims to be an innovator in nursing education while living the mission of UMMC which is to empower nurse leaders while transforming healthcare.

Contact Information



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