Creating an Inclusive Environment: Strategies to Address our Implicit Bias and Stereotypes

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Purpose

1. To highlight useful strategies to support and maintain an inclusive environment by confronting stereotypes and implicit bias.
2. To familiarize the audience with the concept of "covering".

Background

Numerous organizations implementing DEI efforts throughout various industries, but some of these do not exhibit an inclusive environment.
In some environments URM and women often conform to a perceived set of professional standards. If some groups are conforming to "fit in", how inclusive is that environment?

Covering

- Coined by Erving Goffman, a sociologist, in 1963.
- Describes the phenomenon when an individual downplays certain aspects of their identity to better assimilate.
- Covering can be appearance-based, affiliation-based, advocacy-based, or association-based.
- Understanding how and why some individuals "cover" is essential to developing and maintaining an inclusive environment.

Examples

Strategies

Recognize that we all have bias. → Identify our own bias. → Do the work!

- Stereotype Replacement
- Counter-Stereotypic Imaging
- Individuation
- Perspective-Taking
- Contact
- Emotional Regulation
- Mindfulness
- Partnership Building

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Biography

Jessica Reynolds is a registered nurse who holds a master's degree in both business administration and nursing administration. Jessica is currently employed by Community Health Network, a large healthcare system that serves Central Indiana but is solely working in partnership with the Indiana Center for Nursing. In her current position, she is serving as the grant program manager for an HRSA Nursing Workforce Diversity Grant. As the grant program manager, Jessica is responsible for the day-to-day direction and coordination of the grant program. Jessica coordinates the implementation and evaluation of the grant program, monitors the budget, and prepares/submits reports and other information as requested by HRSA. Jessica is passionate and invested in increasing the diversity of the nursing workforce, as well as, creating a safe space in which diverse nurses and nursing students feel supported and are allowed to flourish and grow professionally.

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