



AIRING It Out: Addressing Inequities Rooted in Implicit Bias in Nursing with Graduate-Level Curriculum Revisions

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Disclosures

- I have no existing or potential conflicts of interest in relation to this presentation.

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Background

Healthcare inequities and disparities based on race/ethnicity persist, despite advancements in healthcare

Economic burden of racial/ethnic disparities is projected to cost \$353 billion by 2050

Implicit biases, root causes of healthcare inequities and disparities, correlate with provider treatment decisions, and warrant further investigation

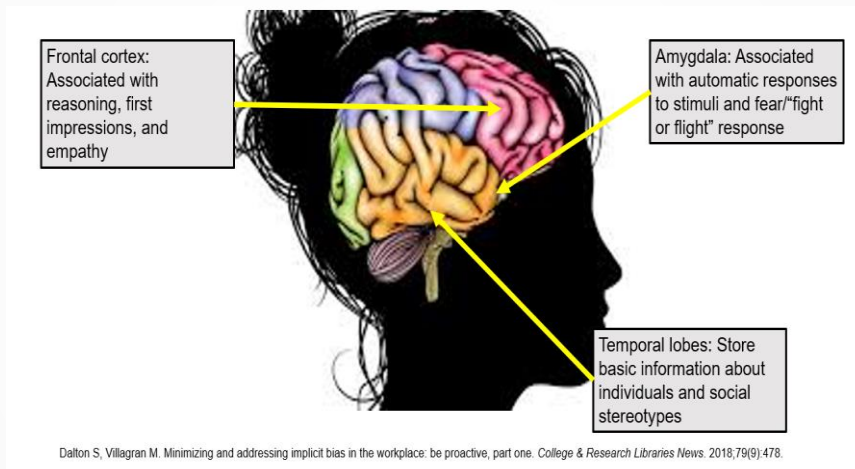
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What is implicit bias?

- Attitudes or stereotypes that affect our understanding, actions, and decision-making in an unconscious way
 - Implicit bias is found throughout the brain
 - Stems from to instinctual behaviors of environmental adaptation and survival
 - **social conditioning, however, can result in bias against individuals**

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Areas of the Brain Related to Implicit Bias Activity



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Purpose

- To determine the effectiveness of implementing an implicit bias educational intervention into the APRN curriculum

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Gap Analysis

Lack of research and education/training on implicit bias in professional nursing student education

Interviews with stakeholders revealed lack of implicit bias training in the Advanced Practice Registered Nurse (APRN) curricula

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Literature Review

Gatewood et al. (2019)

- Implicit bias content needed at all levels of nursing education
- Very little published literature that addresses implicit bias in nursing

Young & Guo (2016)

- "There is a huge gap between what is being taught and what needs to be learned."
- Many challenges to teaching content related to cultural competence

Levey (2020)

- Scarcity of literature for teaching diversity-related content at the graduate nursing level

Sukhera & Watling (2017)

- Need exists for inclusion of implicit bias content in the curriculum of all health professions students

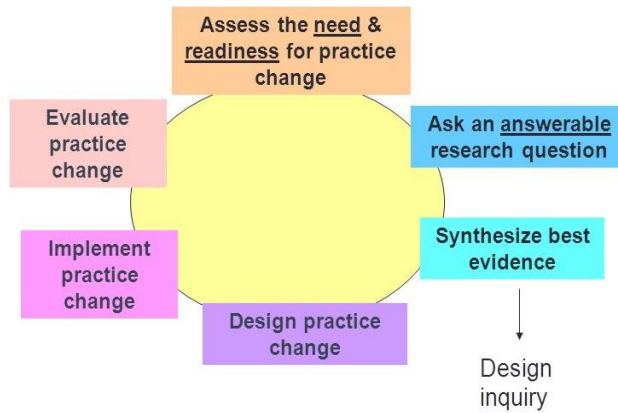
Schultz & Baker (2017)

- Current research regarding teaching strategies to address unconscious bias and its effects on patient care focuses almost exclusively on physician-patient interactions and medical student data

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Project Framework

Rosswurm & Larrabee EBP Model



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Problem

The lack of implicit bias training and education in the graduate nursing curriculum

Inquiry Question

Does an online implicit bias training module embedded into the Advanced Practice Registered Nurse (APRN) curriculum increase awareness of implicit bias among APRN students within 12 weeks?

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Methods

- Educational intervention, post-intervention survey
- Convenience sample of 63 students
- Intervention embedded into curriculum and presented in module form with weekly activities taking place online via Canvas LMS over 12 weeks
 - Module consisted of:
 - Safe Space acknowledgment
 - YouTube video presentations on implicit bias in healthcare
 - Race/Skin-tone Implicit Association Test (IAT) exercises
 - PowerPoint presentation on implicit bias and mitigation strategies
 - Participation in discussion boards with peer responses
 - Case study exercise
 - Guided reflection exercise

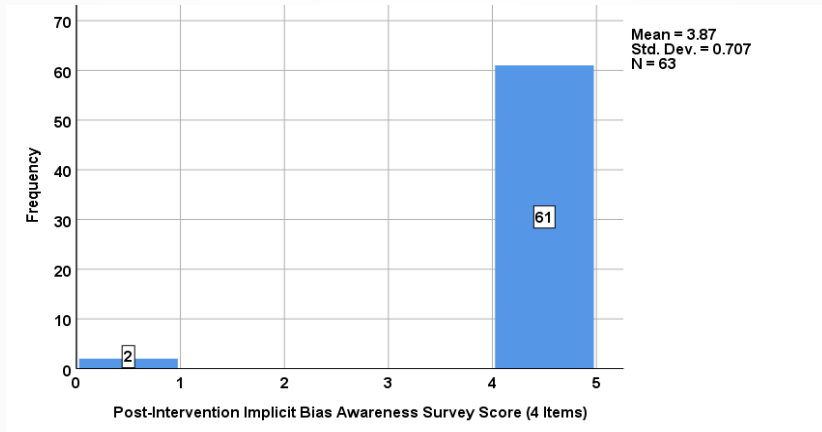
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Methods (cont.)

- Increased awareness of implicit bias measured with Implicit Bias Awareness Post-Intervention Survey
 - **Yes/No Survey Response Questions**
 - 1) *The content presented in this learning module was valuable to me as a healthcare professional.*
 - 2) *The learning module increased my awareness of implicit bias.*
 - 3) *The learning module helped me to understand the influence implicit bias has on healthcare outcomes for patients of color.*
 - 4) *I plan to apply the strategies and knowledge gained from this activity into my future practice.*
 - **Optional Open-ended Survey Response Question**
 - 5) *Please list any additional comments you would like to share regarding this learning activity.*
- SPSS software used for quantitative data analysis
 - Descriptive Statistics
 - Mann-Whitney U
- NVivo software used for qualitative data analysis

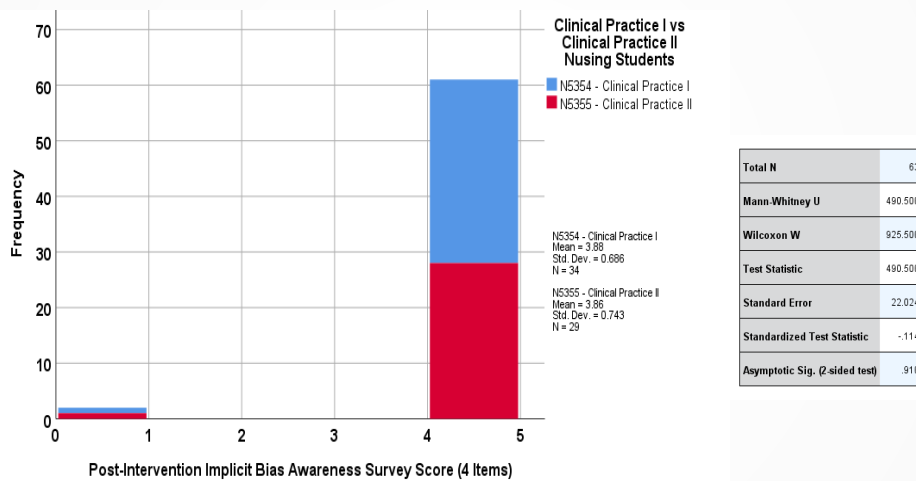
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Data Analysis/Results



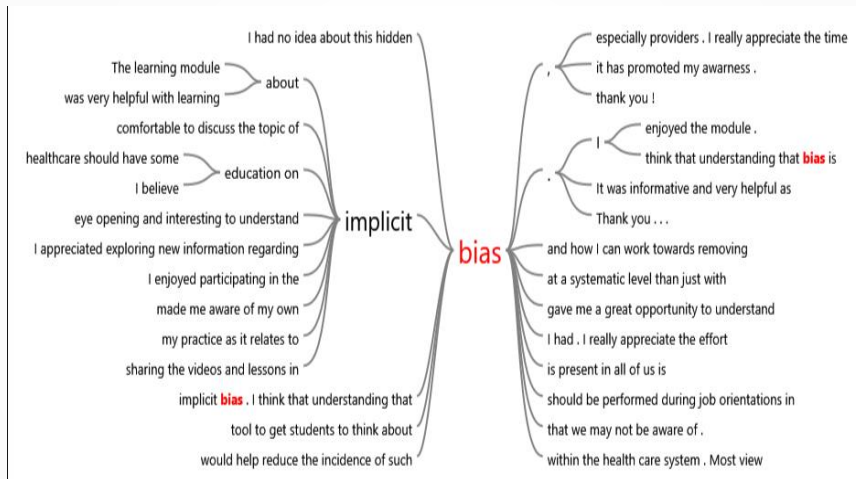
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Data Analysis/Results (cont.)



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Data Analysis/Results (cont.)



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Discussion

- Findings clinically significant
 - Participants reported:
 - increased awareness of implicit bias
 - **No one is immune to implicit bias**
 - intervention was beneficial and relevant to patient care
 - learned new strategies to recognize and counteract implicit biases in practice
 - Individuation
 - Perspective-taking
 - content was informative, well organized, and eye-opening

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Limitations

- Small, non-randomized, and non-stratified convenience sample
- Timeframe was limited (12 weeks)
- Participants may have felt pressured to respond positively on the post-intervention survey
 - concern that negative responses might impact their grade in the course

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Implications

- Recommendations for future replication
 - Larger, random, and stratified sample
 - Collection of at least two years of data
 - Embed the intervention into the curriculum as a course prerequisite
 - More research on implicit bias needed in nursing education

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Conclusion

- Effective teaching strategies that increase awareness and management of implicit biases needed
- Ongoing, consistent exposure to implicit bias curriculum throughout the program needed
 - Exposure to implicit bias curriculum will aid to reduce healthcare inequities and improve outcomes for future patients

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References

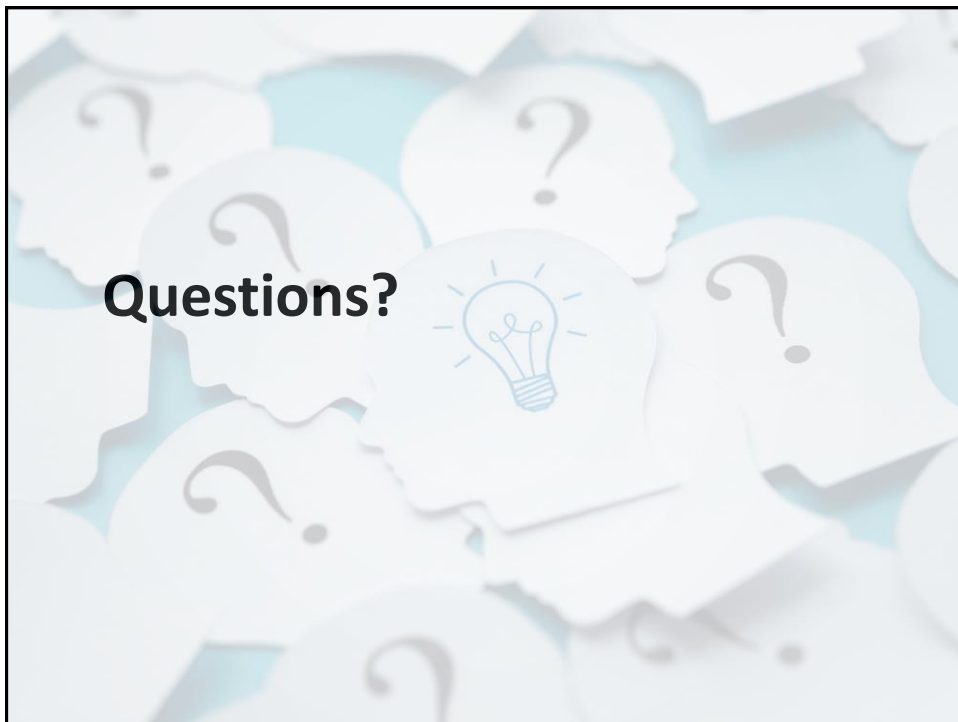
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