

free implicit bias training online for nurses

free implicit bias training online for nurses is an essential resource for healthcare professionals aiming to provide equitable and culturally competent care. Nurses, as frontline caregivers, frequently interact with diverse patient populations, making awareness and mitigation of implicit biases crucial. This article explores the significance of implicit bias training specific to nursing, highlights various free online training options available, and offers guidance on how to maximize the benefits of such programs. Additionally, it outlines the key components of effective implicit bias education and discusses the broader impact on patient outcomes and healthcare environments. By understanding and addressing implicit biases, nurses can improve communication, reduce disparities, and foster a more inclusive healthcare setting. Below is a comprehensive overview of the topic, followed by detailed sections covering every aspect of free implicit bias training online for nurses.

- Understanding Implicit Bias in Nursing
- Benefits of Free Implicit Bias Training Online for Nurses
- Top Free Online Implicit Bias Training Programs for Nurses
- Key Components of Effective Implicit Bias Training
- How to Implement Learning from Implicit Bias Training in Nursing Practice
- Challenges and Considerations in Online Bias Training

Understanding Implicit Bias in Nursing

Implicit bias refers to the unconscious attitudes or stereotypes that influence an individual's perceptions, decisions, and actions. In nursing, these biases can affect how care providers interact with patients, potentially leading to disparities in treatment and health outcomes. Nurses may unknowingly hold biases related to race, ethnicity, gender, socioeconomic status, age, or other factors. Recognizing and addressing these biases is fundamental to delivering patient-centered care and ensuring equitable treatment for all individuals.

The Nature of Implicit Bias

Implicit biases operate below conscious awareness, often contradicting one's declared beliefs. They are shaped by cultural influences, societal norms, and personal experiences. Unlike explicit bias, which is intentional and overt, implicit bias subtly affects decision-making processes and interpersonal interactions. In nursing, this can manifest in assumptions about patients' pain tolerance, adherence to treatment, or communication styles.

Impact of Implicit Bias on Patient Care

When implicit bias influences nursing care, it can result in unequal treatment such as differential pain management, misdiagnoses, or reduced patient engagement. Studies have shown that implicit bias contributes to health disparities among marginalized groups. Understanding this impact underscores the necessity for comprehensive training programs that help nurses identify and mitigate their biases.

Benefits of Free Implicit Bias Training Online for Nurses

Access to free implicit bias training online presents numerous advantages for nurses and healthcare institutions. These programs provide convenient, flexible learning opportunities without financial barriers. Nurses can enhance their cultural competence, improve communication skills, and foster empathy, all of which contribute to better patient outcomes. Additionally, such training supports compliance with regulatory requirements and accreditation standards emphasizing diversity and inclusion in healthcare.

Cost-Effectiveness and Accessibility

Free online courses eliminate the need for costly seminars or in-person workshops, making implicit bias education accessible to nurses in various settings, including rural or underserved areas. The self-paced nature allows learners to engage with the material at times that suit their schedules, promoting higher completion rates and sustained learning.

Enhanced Patient Relationships and Outcomes

By participating in implicit bias training, nurses develop greater self-awareness and sensitivity, which improves patient trust and satisfaction. This positive dynamic can lead to increased adherence to treatment plans and overall health improvement, particularly for diverse patient populations.

Top Free Online Implicit Bias Training Programs for Nurses

Several reputable organizations offer free implicit bias training specifically designed or suitable for nurses. These programs vary in format, duration, and content but share the goal of educating healthcare professionals on reducing bias and promoting equity.

Examples of Notable Free Training Programs

- **Project Implicit:** Provides an online Implicit Association Test (IAT) alongside educational materials for self-assessment and awareness.
- **CDC's Health Equity Training:** Offers modules on implicit bias and its effects on health disparities relevant to nursing practice.
- **Institute for Healthcare Improvement (IHI):** Features free courses addressing health equity and bias reduction strategies in clinical settings.
- **University-Based Modules:** Various academic institutions provide free implicit bias education tailored for healthcare providers, including nurses.

Choosing the Right Program

When selecting a free implicit bias training course online, nurses should consider factors such as course content relevance, interactivity, evidence-based materials, and the presence of practical application exercises. Verifying that the training aligns with nursing competencies and institutional goals will maximize its effectiveness.

Key Components of Effective Implicit Bias Training

Effective implicit bias training for nurses includes several critical elements designed to foster meaningful change. These components ensure that the training goes beyond awareness and facilitates actionable strategies to counteract bias in daily nursing practice.

Self-Assessment and Reflection

Encouraging nurses to evaluate their own implicit biases through assessments and guided reflection is a foundational step. This process promotes honest self-examination and prepares learners for deeper engagement with the material.

Education on Bias Origins and Effects

Comprehensive training covers the psychological basis of implicit bias, how it manifests in healthcare, and its consequences for patient care and outcomes. Understanding the science behind bias helps nurses grasp the importance of addressing it.

Skill-Building for Bias Mitigation

Training should provide practical tools and strategies, such as perspective-taking, stereotype replacement, and mindfulness techniques. Role-playing and case studies are effective methods to practice these skills in simulated scenarios.

Ongoing Support and Reinforcement

Effective programs incorporate follow-up activities or resources to encourage continuous learning and behavior change. This may include discussion groups, refresher modules, or integration into professional development plans.

How to Implement Learning from Implicit Bias Training in Nursing Practice

Translating knowledge gained from free implicit bias training online into everyday nursing practice requires intentional effort and organizational support. Nurses can adopt several approaches to ensure the training impacts patient care positively.

Incorporating Bias Awareness into Patient Interactions

Nurses should consciously apply bias recognition skills during patient assessments, communication, and decision-making. This involves actively questioning assumptions and striving for culturally sensitive care tailored to each patient's unique needs.

Promoting a Culture of Inclusivity in Healthcare Settings

Nurses can advocate for inclusive policies, engage in team-based discussions on bias, and support diversity initiatives within their workplaces. Leadership endorsement enhances the sustainability of bias reduction efforts.

Continuous Professional Development

Maintaining competence in bias mitigation involves ongoing education, participation in workshops, and staying informed about emerging research. Nurses should seek opportunities for growth beyond initial training to reinforce their commitment to equitable care.

Challenges and Considerations in Online Bias Training

Despite the accessibility and benefits of free implicit bias training online for nurses, several challenges may affect its effectiveness. Recognizing these issues allows for better program design and learner engagement.

Limitations of Virtual Learning Environments

Online training may lack the interpersonal interaction and real-time feedback available in face-to-face settings. This can limit opportunities for discussion and personalized coaching, which are important for deep learning.

Variability in Course Quality and Relevance

Not all free training programs are equally comprehensive or tailored to nursing contexts. Selecting high-quality, evidence-based courses ensures that nurses receive accurate information and applicable skill-building.

Potential Resistance to Bias Acknowledgment

Some nurses may experience discomfort or defensiveness when confronting implicit biases. Effective training must address these emotional responses constructively to foster openness and growth.

Strategies to Overcome Challenges

- Incorporate blended learning approaches combining online and in-person elements.
- Provide facilitators or mentors to guide discussions and support learners.
- Use engaging multimedia content and interactive exercises to maintain interest.
- Encourage leadership buy-in to create a supportive environment for bias training.

Frequently Asked Questions

What is implicit bias training and why is it important for nurses?

Implicit bias training helps nurses recognize and address unconscious biases that can affect patient care, promoting equity and improving healthcare outcomes.

Are there free implicit bias training courses available online specifically for nurses?

Yes, several organizations offer free online implicit bias training tailored for nurses, including healthcare institutions, universities, and professional nursing associations.

Where can nurses find free implicit bias training online?

Nurses can find free implicit bias training on platforms like Coursera, the CDC website, the American Nurses Association, and through university-sponsored programs.

How long do free implicit bias training programs for nurses typically take?

The duration varies, but most free online implicit bias training programs for nurses range from 1 to 4 hours, allowing for flexible learning schedules.

Do free implicit bias training courses for nurses

offer certification?

Many free courses provide a certificate of completion which nurses can use for continuing education credits or professional development documentation.

What topics are covered in free implicit bias training for nurses?

Training usually covers understanding implicit bias, its impact on patient care, strategies to mitigate bias, and promoting culturally competent nursing practices.

Can implicit bias training improve nurse-patient relationships?

Yes, by increasing awareness and reducing unconscious biases, implicit bias training helps nurses provide more empathetic and equitable care, enhancing nurse-patient relationships.

Is free implicit bias training for nurses updated regularly to reflect current research?

Reputable training programs are updated periodically to incorporate the latest research and best practices in addressing implicit bias in healthcare settings.

Additional Resources

1. Understanding Implicit Bias in Nursing Practice

This book explores the concept of implicit bias and its impact on nursing care. It provides nurses with practical strategies to recognize and mitigate unconscious biases in clinical settings. The text includes case studies and self-assessment tools to enhance awareness and promote equitable patient care.

2. Implicit Bias and Health Equity: A Guide for Nurses

Focusing on health equity, this guide helps nurses understand how implicit bias contributes to disparities in healthcare outcomes. It offers evidence-based approaches and training modules to reduce bias and improve communication with diverse patient populations. The book also highlights the importance of cultural competence in nursing.

3. Free Online Resources for Implicit Bias Training in Nursing

This resource compilation directs nurses to accessible, free online courses and materials designed for implicit bias training. It reviews various platforms and their effectiveness, helping nurses choose the best options for professional development. The book supports ongoing learning and self-

reflection to foster inclusive nursing environments.

4. Implicit Bias in Healthcare: Tools for Nurses

Providing a comprehensive overview of implicit bias in healthcare, this book equips nurses with tools to identify and address their own biases. It emphasizes the role of mindfulness and reflective practice in reducing bias. Practical exercises and interactive components make it suitable for both self-study and group training sessions.

5. Bias Interrupted: Strategies for Nurses to Overcome Implicit Bias

This book offers actionable strategies for nurses to interrupt and overcome implicit biases in their daily practice. It combines psychological theory with nursing-specific examples to create a relatable and effective training experience. The author includes worksheets and discussion prompts to facilitate learning and change.

6. Cultural Competence and Implicit Bias: Training for Nurses

Highlighting the connection between cultural competence and implicit bias, this book serves as a training guide for nurses seeking to enhance their cultural awareness. It covers key concepts in diversity, equity, and inclusion, alongside practical methods to identify and reduce bias. The book is designed to support ongoing professional development.

7. Implicit Bias Awareness: A Nurse's Guide to Equity

This guide helps nurses develop awareness of implicit bias and its effects on patient care and workplace interactions. It provides evidence-based insights and reflective practices to foster equity in nursing roles. The text encourages nurses to become advocates for inclusive and fair healthcare environments.

8. Online Implicit Bias Training for Nurses: A Practical Handbook

Focusing on online training opportunities, this handbook reviews various free implicit bias courses tailored for nurses. It includes tips for maximizing learning outcomes and integrating new knowledge into practice. The book also addresses challenges in online learning and ways to stay engaged and motivated.

9. Promoting Inclusive Nursing Through Implicit Bias Education

This book emphasizes the importance of implicit bias education in creating inclusive nursing workplaces and improving patient outcomes. It offers a curriculum framework for educators and self-directed learners alike. Through real-life examples and research findings, it underscores the transformative potential of bias training in nursing.

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free implicit bias training online for nurses: *Zaccagnini & White's Core Competencies for Advanced Practice Nursing: A Guide for DNPs* Diane Schadowald, 2024-01-04 Zaccagnini & White's Core Competencies for Advanced Practice Nursing: A Guide for DNPs, Fifth Edition continues to be the only textbook intended as the go to resource to help students understand what it means to be a DNP. Across the nation Doctorate of Nursing Practice (DNP) programs can now be found in every state with program growth continuing. In April 2021, the AACN released the new Essentials: Core Competencies for Professional Nursing practice. Although this shifts the Essentials from degree-based competencies to practice level-based competencies, there remains a great need for a dedicated resource that serves as the template for new and existing DNP programs to support faculty and students as they collectively participate in DNP programming, teaching, and direct care service in multiple roles--

free implicit bias training online for nurses: Fast Facts about LGBTQ+ Care for Nurses Tyler Traister, 2021-09-22 Fills a crucial need in helping nurses to provide safe, culturally-competent care to LGBTQ+ patients This pivotal resource—the first written specifically for nurses—focuses on the unique health needs and inequities affecting LGBTQ+ patients and discusses how to provide them with safe, respectful, and holistic care. Written in an easy-access bulleted format with concise paragraphs, this book sets the stage by examining the background and history of the LGBTQ+ population and focusing on the health disparities that set them apart. It addresses the nursing implications and care of LGBTQ+ patients in all practice settings, highlighting transgender medical, surgical, and mental health. To help nurses create inclusive environments, chapters cover best practices and strategies for appropriate communication and define key terms nurses should know when obtaining patient history, performing an assessment, and delivering overall care. Fast Facts About LGBTQ+ Care delivers resources to help nurses create and sustain changes within their practice and beyond. A multitude of case studies demonstrate the importance of collecting gender identity in the electronic health record and span a variety of scenarios nurses are likely to encounter. Key Features: Fills a critical need in the nursing literature on providing safe and culturally competent care for LGBTQ+ patients Illuminates communication best practices and terminology to help nurses feel comfortable caring for LGBTQ+ patients Features Fast Facts boxes and abundant case studies that highlight essential information Covers developing and integrating LGBTQ+ content into nursing education Includes tips and guides to promote advocacy for the LGBTQ+ population

free implicit bias training online for nurses: A Population Health Approach to Health Disparities for Nurses Faye Gary, Marilyn Lotas, 2022-10-14 Awarded second place in the 2023 AJN Book of the Year Awards in Public and Population Health. Offers vivid narratives illuminating the challenges and opportunities health professionals and policymakers face Distinguished by abundant patient and health provider narratives highlighting the impact of health disparities on health outcomes worldwide, this scholarly yet practical text prepares RN-BSN, DNP, and PhD students to work toward improving community health for a variety of underserved and vulnerable populations. Grounded in the population health approach addressed in AACN Essentials, the text delivers practical steps nurses can take to address population health goals, including the improvement of quality of care, access to healthcare, improved outcomes, and cost management. The resource is also unique in its reflection of the interconnected points of view of the patient, the provider, and the health system. Written by lawyers, physicians, social workers, statisticians and economists, psychologists, ethicists, finance experts, population health specialists, anthropologists, and nurses, the text emphasizes an interdisciplinary approach to learning and all components of health care—delivery of care, policy, research, and teaching. It examines demographic differences, chronic and acute health conditions, and the health needs of the unserved/underserved across the life cycle.

The book emphasizes the importance of understanding the social determinants of health and discusses ways to address health disparities through changes in public policy, attitudes, beliefs, education, research, and advocacy. Objectives, key terms, discussion questions, and exercises facilitate group discussion about best practices. Key Features: Delivers practical knowledge with detailed narratives and case studies of specific populations from experienced interprofessional authors Highlights the interwoven perspectives of patients, health providers, and health systems to promote cultural competence Pinpoints health disparities including a discussion of COVID-19 Presents selected historical landmarks and cases that influence population health outcomes among vulnerable groups Interdisciplinary approach includes the perspectives of other health and social science disciplines

free implicit bias training online for nurses: *Race on the Brain* Jonathan Kahn, 2017-11-07 Of the many obstacles to racial justice in America, none has received more recent attention than the one that lurks in our subconscious. As social movements and policing scandals have shown how far from being “postracial” we are, the concept of implicit bias has taken center stage in the national conversation about race. Millions of Americans have taken online tests purporting to show the deep, invisible roots of their own prejudice. A recent Oxford study that claims to have found a drug that reduces implicit bias is only the starkest example of a pervasive trend. But what do we risk when we seek the simplicity of a technological diagnosis—and solution—for racism? What do we miss when we locate racism in our biology and our brains rather than in our history and our social practices? In *Race on the Brain*, Jonathan Kahn argues that implicit bias has grown into a master narrative of race relations—one with profound, if unintended, negative consequences for law, science, and society. He emphasizes its limitations, arguing that while useful as a tool to understand particular types of behavior, it is only one among several tools available to policy makers. An uncritical embrace of implicit bias, to the exclusion of power relations and structural racism, undermines wider civic responsibility for addressing the problem by turning it over to experts. Technological interventions, including many tests for implicit bias, are premised on a color-blind ideal and run the risk of erasing history, denying present reality, and obscuring accountability. Kahn recognizes the significance of implicit social cognition but cautions against seeing it as a panacea for addressing America’s longstanding racial problems. A bracing corrective to what has become a common-sense understanding of the power of prejudice, *Race on the Brain* challenges us all to engage more thoughtfully and more democratically in the difficult task of promoting racial justice.

free implicit bias training online for nurses: *Juvenile Delinquency* Christopher A. Mallett, Miyuki Fukushima Tedor, 2018-07-13 *Juvenile Delinquency: Pathways and Prevention* explores the pivotal roles that family, trauma, mental health, and schools have on juvenile delinquency, while exploring opportunities for prevention and intervention. Authors Christopher A. Mallett and Miyuki Fukushima Tedor draw from years of experience working with juvenile offenders to shed light on the nature of delinquency and the diverse pathways to juvenile delinquency, while offering evidence-based techniques for preventing and rehabilitating youthful offenders. Clear explanations of the concepts and thought-provoking case studies move students beyond memorization—encouraging them to think critically about juvenile delinquency and make recommendations for better practices and policies.

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free implicit bias training online for nurses: *Exploring Implicit Bias In Nurses* Kathryn T. Farrell, 2023 Implicit biases are unconscious stereotypes learned through past experiences. These unintended biases can lead to discrimination towards an individual or group of individuals based on traits such as race, gender, age or sexual orientation. In healthcare, implicit biases of healthcare professionals can impact decisions, communication, treatment, and overall patient care. Many studies discuss the impact of implicit bias in healthcare, but few studies explore implicit bias

specifically in nurses. To improve implicit bias in healthcare, it is imperative to address the phenomenon in nurses. Nurses are essential members of the healthcare team. They spend the most time with patients, serve as patient advocates, and act as a conduit between the patient and the rest of the healthcare team. This phenomenological study explored nurses' experiences with implicit bias through semi-structured interviews and focus groups with nurses pursuing Masters degrees at a college of nursing and health professions. The following three questions were the focus of this study: 1) What general knowledge and understanding do nurses have regarding implicit bias 2) How do nurses observe and experience implicit bias in their workplace and 3) How do nurses describe/understand the relationship between bias education and training to implicit bias in the workplace. A total of 10 nurses participated in this study with four participating in a focus group and six participating in one-on-one interviews. The findings of this study revealed that implicit bias is pervasive in nursing and healthcare and exists in many forms. Implicit bias does not only exist toward patients, but also is experienced by nurses and healthcare professionals. The findings of this study highlighted the impact of implicit bias has on patient outcomes, and the work environment. Given the findings of the study, the recommendation is for nursing programs and healthcare organizations to develop a proactive, systematic approach to reducing implicit bias.

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free implicit bias training online for nurses: The Impact of Implicit Bias Training Among Healthcare Workers for African American Maternal Health Care Brittany Brown, Erica Calderon-Vargas, Dishveen Kaur, Nicole Metus, Jasmyn Smith, 2021 Among high-income countries, the United States ranks lowest in parameters of maternal health. Significant disparities in maternal outcomes have been reported for racial and ethnic minorities. There is evidence indicating that implicit bias, or unconscious bias, affects the care that women receive during pregnancy, birth, and the postpartum period, especially for African American women. Even though evidence-based treatments and care protocols exist to prevent maternal morbidity and mortality, the statistics are a harrowing reminder of the relative degree to which public health is neglected in our country. There is a paucity of knowledge about implicit bias's impact on the treatment and care of Black women and the importance of reducing medical bias to eliminate maternal health disparities. A thematic literature review was conducted to identify contributing factors for poor maternal health outcomes. In addition, the review explores the limitations of existing implicit bias interventions in healthcare. Lastly, it provides public policy recommendations that address racial bias in maternal care to prevent future deaths and achieve maternal health equity.

free implicit bias training online for nurses: Racial Justice, Diversity, Equity, and Inclusion: Implicit Bias Education in Nursing Katie Daramola, 2023 Racism within health care creates hostile work environments for health care staff and inhibits healing for patients needing care. The communities of St. Paul and Minneapolis, Minnesota, have faced increasing racial tensions in the past three years, with the COVID-19 pandemic negatively impacting increased proportions of the Black, Indigenous, and people of color communities as well as the racially motivated murder of George Floyd. Because nurses in this area understand the need to address racism and combat negative health outcomes affecting their patient populations, there was a strong push for increased diversity, equity, and inclusion education in a nurses' union contract of 2023-2025. It was recognized that for a shift in culture away from racism and towards humility, nurses needed in-person implicit bias education. This project discusses an educational opportunity guided by Madeline Leininger's Theory of Culture Care Diversity and Universality, which focuses on implicit bias, historical trauma, and structural racism. Leininger's theory emphasizes the need for nurses to practice culturally congruent care. The educational courses illuminate Leininger's research giving nurses tools for self-examination and encouraging reflection on one's perception of culture and bias, as well as tools to recognize implicit bias and mitigate racism. The effectiveness of the education will be measured by a pre and post survey with questions utilizing the Likert scale. The desired outcome of the education will be the increase in each nurse's cultural humility and the growth of transcultural nursing.

free implicit bias training online for nurses: Nurturing Equity Minded Healthcare

Providers Candace Kelly, Jr., 2023-06-30 Nurturing Equity-Minded Healthcare Providers is a groundbreaking, evidence-based curriculum created to equip healthcare professionals with the tools, language, and self-awareness necessary to provide respectful, trauma-informed, and equitable care. This transformative guide addresses the deeply rooted issues of implicit bias and structural racism within healthcare systems, with a special focus on maternal and infant health disparities that disproportionately affect Black and Brown communities. Drawing on real-world experiences, reflective exercises, case studies, and proven research, this curriculum empowers clinicians, nurses, educators, and birth workers to examine their own biases and adopt an equity-informed approach to patient care. With practical tools to foster empathy, cultural humility, and institutional accountability, this curriculum serves as a powerful resource for those committed to dismantling inequity and creating a healthcare environment where every patient is treated with dignity and compassion. This book is a must-have for hospitals, universities, training programs, and healthcare leaders seeking to foster a culture of justice, inclusivity, and respect in every corner of their practice.

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free implicit bias training online for nurses: A Public Health Critical Race Praxis Approach to Anti-racism in Nursing Academia Nawaf Alfaouri, 2022 Structural racism persists through every level of society, from housing, economic participation, education, criminal justice, access to healthcare, to poor healthcare outcomes. A critical dimension of structural racism is the persistent normalization of negative racial attitudes towards people of color, a manifestation of which is negative and harmful racist stereotypes presented in media, literature, and outdated medical knowledge. Internalization of structural racism gives rise to implicit and explicit bias towards different racial groups which poses health risks to patients of color. Studies have shown that health disparities persist for people of color even when controlling for socioeconomic differences among races, highlighting the harm of racial bias. A survey of 15 cross-sectional studies found that most healthcare providers carry a negative implicit bias towards patients of color and a positive implicit bias towards White patients. These harmful negative racial attitudes exist in medical and nursing academia, and novel efforts to address implicit bias are ongoing. There exists a large knowledge gap between social determinants of health and structural racism. Implementing a case-study workshop to address implicit bias among nursing faculty and their curriculums are a low-cost and effective method to close this gap. The purpose of this project is to address implicit bias in nursing academia through a Public Health Critical Race Praxis framework as faculty are directly responsible for preparing nurses and clinicians of the future for a diverse patient population--Abstract

free implicit bias training online for nurses: *Rethinking Implicit Bias Training* Connie Morris, 2022-11-21

free implicit bias training online for nurses: *Bias in Clinical Decision-making Among Nursing Students* Lacey Ann Alexander, 2018 This dissertation is made up of three papers. The first paper (Chapter 2) is a systematic review of literature about bias in decision-making. We used the PRISMA statement to guide our reporting. The objectives were: (1) to appraise evidence of studies in which authors used vignettes to detect bias in decision-making, and (2) to assess the characteristics of vignettes that have detected bias in decision-making among clinicians. We identified gaps in our reviewed studies, including that no researchers had used vignettes to test the effects of patients' sexual orientation on decision-making, and scholars from only three of 30 studies examined nurses. In the second paper (Chapter 3), we discussed how we wrote and tailored vignettes to detect weight bias and sexual identity bias among nursing students. The aims of this study were: (1) to evaluate the content validity of original vignettes designed for use with students, and (2) to seek expert advice on which of the new vignettes were likely to detect differences in decision-making when researchers manipulate the hypothetical patient's weight status and sexual identity. The content validity indices for the vignettes varied from 0.88-1.00. The content validity indices of items varied

from 0.63-1.00. Experts mostly agreed on which vignettes were likely to detect bias among students. In the third paper (Chapter 4), we tested whether the effects of patients' weight and sexual identity statuses in written vignettes influenced nursing students' hypothetical decision-making. Our sub-aims of this study were: (1) to test the simultaneous effects of patient weight status and sexual identity on students' decision-making, (2) to assess whether students reported explicit and implicit biases, as demonstrated by scores on existing measures, influenced their decision-making responses to vignettes that varied patients' weight status and sexual identity, and (3) to examine whether students' self-reported weight or sexual identity moderated their decision-making responses to vignettes. In the results, we described several examples in which patients' weight status and/or sexual identity influenced students' decision-making. Students' explicit and implicit bias scores did not correlate with scores on decision-making. Students' weight and sexual identity did not moderate their decision-making responses, with very few exceptions.

free implicit bias training online for nurses: The Clinician's Guide to Microaggressions and Unconscious Bias Nikki Akparewa, 2021-02-25 This workbook is for the everyday clinician, faculty member, and clinical instructor who is searching for tools needed to have authentic conversations about race, racism, and health equity. The fact of the matter is, health care clinicians and instructors who are not teaching about disparities in health care that arise due to racial injustice are not teaching students to be well-rounded competent practitioners. When I practiced as an instructor there were little to no resources to answer the questions that students had about social justice and health. This workbook is a guide and a roadmap, to those who want to learn how to address microaggressions and unconscious bias of health care providers towards their patients. Inside, there are activities, definitions and clinical scenarios that can be utilized to demonstrate ways to overcome biased healthcare and give patients the tools they need to thrive. Further, there are prompts to take action with guidance on next steps for those who want to bring social justice into clearer focus in hospitals, health systems and academic institutions.

free implicit bias training online for nurses: Implicit and Explicit Bias in Healthcare Charles Daniel Edwards, 2023 There is a growing body of evidence that supports disparities in our healthcare system with examples ranging from inequalities in health outcomes to structural racism found in healthcare education. Implicit and explicit biases in healthcare have been shown to cause demonstrable harm to BiPOC patients and significant loss of revenue for healthcare institutions. What is less understood, however, is the personal impact that these biases have on individual patients and perceptions of bias from Healthcare Professionals. The overall objective of this PhD dissertation was to explore the lived experiences of Black Americans and how bias may affect their ability to access healthcare in the US, as well as the lived experiences of Healthcare Professionals and their associated understanding of bias and its impact on patient care and outcomes. Following the three manuscript option, the first manuscript presented results from a hermeneutic study on the lived experiences of Black Americans and their interactions with Healthcare Professionals. The second manuscript presented results from a hermeneutic study of Healthcare Professionals and their understandings of bias within healthcare and how this bias affects patient outcomes. The third manuscript was a grant to develop new training materials to counter these biases, based on the results of the hermeneutic studies. Manuscript one found themes of iatrophobia (fear of the healthcare system and providers), invisible social conformity (feeling the need to hide one's race), intersubjectivity (the influence of childhood experiences), racial inferiority (feeling less than due to race), geographic racial bias (different experiences of bias based on geographical location) and racial dichotomy (the struggle to find providers of the same race). Manuscript two demonstrated themes of general confusion of bias, poor communication, and a lack of understanding of bias. The grant proposal was an R21 developing the themes from manuscripts one and two into a new set of Counter Bias Training scenarios that will be used to help reduce the impact of bias in our healthcare system. The grant proposal has been fully developed and is pending submission. These three manuscripts contribute to the body of research regarding implicit and explicit bias in Healthcare and suggest that there is an ongoing need for further research into perspectives of bias from Healthcare

Professionals and the impact that bias has on minority patients. Additionally, there is a clear need to develop new and refined approaches to anti-bias education and training.

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free implicit bias training online for nurses: *Measuring the Impact of an Implicit Bias Training Intervention on Police Academy Recruits* Richard D. Flotron (III), 2020 This study evaluated whether an intervention on implicit bias would mitigate police academy recruits' implicit associations and color-blind racial ideology. The police recruits' racial attitudes were tested before and after the completion of the implicit bias training. Their implicit associations on Race, Skin-Tone, and Weapons were tested as well, both before and again at the completion of the training. The purpose of this study was to measure the impact of an intervention designed to decrease the implicit bias of police academy recruits by improving their racial attitudes toward minorities. The ultimate goal of this study was to search for ways to improve implicit bias training in hopes of reducing police officer's implicit bias along with improving their color-blind racial attitudes toward people of color. Findings of the research indicated the implicit bias intervention had no significant effect on the recruits' racial attitudes nor their implicit associations. Recommendations included: 1) integrating implicit bias training into the academy curriculum, including scenario-based training facilitated by a person of color who can speak personally on the negative effects of racial bias; 2) providing implicit bias training to the administration and instructional staff at the academy; 3) including intergroup contact theory and color-blind racial ideology in the curriculum which should counter-stereotypic imagery and storytelling; 4) recruiting more racial and minority instructors and role-players; and 5) involving the community more in the training.

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