

Lemoore College Associate Degree Nursing Program Implicit/Unconscious Bias Curriculum Implementation

LC Nursing Program Culture of Health Curriculum philosophy and organizing framework includes NLN core values and competencies to support integration of unconscious/implicit bias specific content into the program curriculum. As the nursing profession continues to evolve and improve in the area of education of unconscious/implicit bias; curriculum teaching strategies and references will also be updated to reflect current practices to prepare students for practice. The programs unifying theme and curriculum framework of a Culture of Health addresses Social Determinates of Health (SDOH) that further supports the integration of bias content. Specifically, program objectives 6 & 7 have direct focus on the area of unconscious/implicit bias content.

6. Analyze professional identity through leadership and a commitment to caring, diversity, ethics, excellence, holism, integrity, and patient-centered care.
7. Create a caring Culture of Health in demonstrating a spirit of inquiry and providing care to sick and well patients of all ages, ethnicities, and cultures in a variety of community settings.

Faculty identified assignments/activities to integrate into curriculum with in-class time or reflection written assignments for discussion purposes. Application in some aspect of content was identified as central to help students identify strategies to understand and avoid potential bias. Assignments may be implemented in clinical as well as reflective of caring for a patient with cultural barriers or witnesses of bias and how students worked with it and through it to provide equitable care.

See next page for implementation table

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(e) (1) Graduation requirements for an approved school of nursing, or an approved nursing program, shall include one hour of direct participation in an implicit bias training which shall include all of the following:

Regulation	Course Covered/semester	Concept/Course Objective	Mode of Delivery (lecture, assignment, group activity)	References
(A) Identification of previous or current unconscious biases and misinformation.	*1 st semester NURS 016 Nursing and a Culture of Health	Advocacy and Ethics/Course objective: 6 & 7	Group lecture-questions and discussion	<p>Article: Hagiwara et al. (2020). A call for grounding implicit bias training in clinical and translational frameworks. <i>Lancet</i>. Author manuscript; available in PMC 2020 June 02.</p> <p>https://legiscan.com/CA/text/AB1407/id/2435556</p> <p>Kolorutis, M. and Trout, M. (2012). See me as a person: creating therapeutic relationships with patients and their families. Creative Health Care Management. 1st edition.</p>
(B) Identification of personal, interpersonal, institutional, structural, and cultural barriers to inclusion.	*1 st semester NURS 016 Nursing and a Culture of Health	Advocacy and Ethics/Course objective: 6 & 7	Group lecture-questions and discussion	<p>Article: Meyer, D. (2020) Diversity, inclusion, and health equity. <i>Teaching and learning in nursing</i>. 15, 286.</p> <p>https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7384419/</p>

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				<p>Where are you From? (1) Where are you From? – YouTube. May 31, 2013</p> <p>Institute for Healthcare Improvement. What is bias. https://youtu.be/E_qERP-Y0Jw . June 30, 2017</p>
<p>(C) Corrective measures to decrease implicit bias at the interpersonal and institutional levels, including ongoing policies and practices for that purpose.</p>	<p>2nd semester NURS 020/020L Nursing and a Culture of Health 2</p>	<p>Culture, Diversity and Leadership/Course objective: 6 & 7</p>	<p>Group Activity. Students will research the topic of implicit biases as it relates to institutional policies and practices for acute care. Compare the research with the clinical agency institution policies and practices and assess the potential effects on the social determinants of health and nursing. They will identify measures</p>	<p>National League for Nursing (2009). <i>A commitment to diversity in nursing and nursing education</i>. [Reflection and Dialogue]. https://www.nln.org/detail-pages/resource/Reflection-Dialogue-3-A-Commitment-to-Diversity-in-Nursing-and-Nursing-Education-January-2009</p> <p>Osta, K. Vasquez, H. National Equity Project. Implicit Bias and Structural Inequity. www.nationalequityproject.org https://diversity.iu.edu/doc/anti-racist/tools/National-Equity-Project-Implicit-Bias.pdf</p> <p>Elrod, J. K., & Fortenberry, J. L. (2018). Am I seeing things through the eyes of patients? An exercise in bolstering patient attentiveness and empathy. <i>BMC health</i></p>

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			to improve practices. Students will present this information to their peers in class.	<i>services research</i> , 18 (929), 41-44. https://doi.org/10.1186/s12913-018-3681-x .
(D) Information on the effects, including, but not limited to, ongoing personal effects, of historical and contemporary exclusion and oppression of minority communities.	4 th semester NURS 041 Transition into Practice in the Community	Advocacy and Managing Care/Course objective: 6 & 7	Group Activity. Students will conduct community windshield survey collect information on history of the community related to oppression of minorities and evaluate how any ongoing oppression or exclusion can be improved.	Sue, Derald Wing; Teachers College, Columbia University. <i>Racial Microaggressions in Everyday Life</i> . American Psychologist May-June 2007. https://www.cpedv.org/sites/main/files/file-attachments/how_to_be_an_effective_ally-lessons_learned_microaggressions.pdf Osta, K. Vasquez, H. National Equity Project. Implicit Bias and Structural Inequity. www.nationalequityproject.org https://diversity.iu.edu/doc/anti-racist/tools/National-Equity-Project-Implicit-Bias.pdf
(E) Information about cultural identity across racial or ethnic groups.	*3 rd semester NURS 030 Nursing and a Culture of Health 4	Culture and Diversity/Course objective: 6 & 7	Group lecture-questions and discussion Known racial disparities in health care that affect outcomes	Woo B, Fan W, Tran TV, Takeuchi DT. The role of racial/ethnic identity in the association between racial discrimination and psychiatric disorders: A buffer or exacerbator? <i>SSM Popul Health</i> . 2019 Mar 5;7:100378. doi:

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			and mortality. Implicit bias training has shown positive outcomes towards improvement in racial disparities in health care	10.1016/j.ssmph.2019.100378. PMID: 30923732; PMCID: PMC6423488. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6423488/
(F) Information about communicating more effectively across identities, including racial, ethnic, religious, and gender identities.	*3 rd semester NURS 031 Nursing and a Culture of Health 4 Mental Health Nursing	Therapeutic Comm/Course objective: 6 & 7	Group lecture-questions and discussion Self-reflection; gaining knowledge in culture competence; respectful communication; repairing cultural offense; considerations on self-improvement and acknowledgement ; always learning; self-reflection; unintentional acts of bias	Aririguzoh, S. Communication competencies, culture and SDGs: effective processes to cross-cultural communication. <i>Humanit Soc Sci Commun</i> 9 , 96 (2022). https://doi.org/10.1057/s41599-022-01109-4

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<p>(G) Discussion on power dynamics and organizational decision making.</p>	<p>4th semester NURS 041 Transition into Practice in the Community</p>	<p>Leadership and Ethics/Course objective: 6 & 7</p>	<p>Pre-lecture activity:</p> <ol style="list-style-type: none"> 1. Bias assessment (Age and race) Take a Test (harvard.edu) 2. Watch movie- in Kanopy 3. Reflection paper <p>In class activity:</p> <ol style="list-style-type: none"> 1. Watch video: 9) Check Our Bias to Wreck Our Bias - YouTube 2. Movie discussion 	<p>https://implicit.harvard.edu/ - Learn your implicit Bias(es) with the Implicit Association Test</p> <p>Bias video Kanopy https://www.kanopy.com/en/whccd/video/11282178</p> <p>Check your bias-or wreck your bias https://www.youtube.com/watch?v=b8ZFDqzAmEE</p> <p>AHRQ https://psnet.ahrq.gov/web-mm/implicit-biases-interprofessional-communication-and-power-dynamics</p>
<p>(H) Discussion on health inequities within the perinatal care field,</p>	<p>2nd semester NURS 021-OB Nursing and Culture</p>	<p>Concept: Family Course objective: 6 & 7</p>	<p>Submit a reflection paper (due prior to class) in week 15: identify what are</p>	<p>- Article on bias: Green, T.L., Zapata, J. Y., Brown, H. W., Hagiwara, N. (2021). Rethinking bias to achieve health equity: Changing organizations, not just</p>

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<p>including information on how implicit bias impacts maternal and infant health outcomes.</p>	<p>of Health 3 Maternal Child Nursing</p>		<p>the inequities in terms of perinatal care in our valley; ID what you have seen during your clinical experiences; discuss how these inequities affect outcomes for the clients that are impacted by the bias that they have encountered.</p>	<p>individuals. <i>Obstetrics and Gynecology</i>, 137 (5), 935-940. Through AWOHNN the following resources are provided: -Dignity in Pregnancy Childbirth Community AWOHNN information https://www.awhonn.org/respectful-maternity-care-implementation-toolkit/ The Respectful Maternity Care Framework and Evidence-Based Clinical Practice Guideline provides evidence-based approaches to support the implementation of RMC processes. Elizabeth A. Howell, Haywood Brown, Jessica Brumley, Allison S. Bryant, Aaron B. Caughey, Andria M. Cornell, Jacqueline H. Grant, Kimberly D. Gregory, Susan M. Gullo, Katy B. Kozhimannil, Jill M. Mhyre, Paloma Toledo, Robyn D’Oria, Martha Ngoh, and William A. Grobman, (2018). Reduction of Peripartum Racial and Ethnic Disparities: A Conceptual Framework and Maternal Safety Consensus Bundle. <i>JOGNN</i>, 47, 275-289. State of CA: California dignity in pregnancy and childbirth act California Dignity in Pregnancy and Childbirth Act (SB 464)</p>
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<p>(I) Perspectives of diverse, local constituency groups and experts on particular racial, identity, cultural, and provider-community relations issues in the community.</p>	<p>4th semester NURS 041 Transition into Practice in the Community</p>	<p>Course objective: 6 & 7</p>	<p>Pre-lecture activity:</p> <ol style="list-style-type: none"> 4. Bias assessment (Age and race) Take a Test (harvard.edu) 5. Watch movie- in Kanopy 6. Reflection paper <p>In class activity:</p> <ol style="list-style-type: none"> 3. Watch video: (9) Check Our Bias to Wreck Our Bias - YouTube 4. Movie discussion 	<p>Gopal, D. P., Chetty, U., O'Donnell, P., Gajria, C., & Blackadder- Weinstein, J. (2021). Implicit bias in healthcare: clinical practice, research and decision making. <i>Future Healthcare Journal</i> , 8 (1), 40-48. https:// doi.org/ 10.7861/ fhj.2020-0233 .</p>
<p>(J) Information on reproductive justice.</p>	<p>2nd semester NURS 021-OB Nursing and Culture</p>	<p>Concept: Family/Family Planning Course objective: 6 & 7</p>	<p>Group activity: Discussion regarding the legislation that has impacted</p>	<p>https://youtu.be/LNe9ZDbhzrg https://youtu.be/WimcBDghNhw https://www.ahonnn.org/birthequity/ Patience A Afulani, Beryl A Ogolla, Edwina N Oboke,</p>

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	of Health 3 Maternal Child Nursing		reproductive rights.	Linnet Onger, Sandra J Weiss, Audrey Lyndon and Wendy Berry Mendes; (2021), Understanding disparities in person-centred maternity care: the potential role of provider implicit and explicit bias. Health Policy and Planning , 36, 2021, 298–31. doi: 10.1093/heapol/czaa190
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*Initially introduced at Fall 2022 State of the Program to all program students

Additional Reference and Supporting Works

Copping et al. (2013). Age and race differences in racial stereotype awareness and endorsement. *J Appl Soc Psychol*. Author manuscript; May 1; 43(5): 971–980. doi:10.1111/jasp.12061.
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3667990/>

Marie Gilbert, Vadim Keyser, Implicit Bias Scenario Design: What Can We Learn from Cognitive Science?, *Clinical Simulation in Nursing*, Volume 71, 2022, Pages 9-18, ISSN 1876-1399,
<https://doi.org/10.1016/j.ecns.2022.08.003>.
<https://www.sciencedirect.com/science/article/pii/S1876139922000676>

[Implicit Bias Module Series \(osu.edu\)](https://www.osu.edu/implicit-bias-module-series) – Implicit Bias Module Series

<https://www.nationalequityproject.org/> -National Equity Project

Institute for Healthcare Improvement. What is bias. https://youtu.be/E_qERP-Y0Jw . June 30, 2017

CDC.gov – Infant mortality statistics. <https://www.cdc.gov/nchs/data/nvsr/nvsr70/nvsr70-14.pdf>

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<https://www.cnn.com/2020/04/14/health/maternal-deaths-california/index.html>

Stern M. Perspectives of LGBTQ Youth and Pediatricians in the Primary Care Setting: A Systematic Review. *J Prim Care Community Health*. 2021 Jan-Dec;12:21501327211044357. doi: 10.1177/21501327211044357. PMID: 34476999; PMCID: PMC8422807.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8422807/>

American Academy of Pediatrics

<https://www.aap.org/en/patient-care/lgbtq-health-and-wellness/>

<https://publications.aap.org/pediatrics/article/120/4/922/71217/Nondiscrimination-in-Pediatric-Health-Care?autologincheck=redirected>

Sherman, A. D. F., Cimino, A. N., Clark, K. D., Smith, K., Klepper, M., & Bower, K. M. (2021). LGBTQ+ health education for nurses: An innovative approach to improving nursing curricula. *Nurse education today*, 97, 104698. <https://doi.org/10.1016/j.nedt.2020.104698>