

The Integration of Implicit Bias Education Via a Portable Web Page


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- ▶ **Adding Implicit Bias Concepts to Cultural Diversity Training**
 - ▶ Addresses an awareness gap in staff and providers
 - ▶ **Augmented Awareness Promotes Inclusion and Diversity**
 - ▶ Fosters best practices and better patient outcomes
 - ▶ **Portable Web Page Allows Para-Social, Autonomous Learning**
 - ▶ Offers free tests and educational materials about implicit bias
 - ▶ Overlaps Joint Commission recommendations and Healthy People 2030 Goals
 - ▶ Changes individual consciousness to address healthcare disparities
 - ▶ Aligns with the hospital nursing department mission statement

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- ▶ **New Hampshire Hospital Nursing**
 - ▶ **Department Mission Goals**
 - ▶ Provide nursing care that meets the patient's immediate needs
 - ▶ Promote excellence in each nurse-patient interaction
 - ▶ **Relationship Based, Psychiatric Nursing Frameworks**
 - ▶ Orlando Nursing theory
 - ▶ Trauma Informed Care
 - ▶ Restoring emotional wellness
 - ▶ Collaborative and engaged efforts
 - ▶ Requires authenticity and trust
 - ▶ Therapeutic rapport and connection



- ▶ **A Collaborative, Inter-professional Effort Focused on Annual Education**

- ▶ **Hospital Professional Development Staff**
- ▶ **Nurse Educator**
- ▶ **Program Director**
- ▶ **Staff Engagement Partner**
- ▶ **Nursing Administrators**

- ▶ **Using the Implicit Association Tests**

- ▶ **Measurable in comparative data collection**
- ▶ **Will be visual as the work population presentation mirrors the community population**
- ▶ **Specifics of implementation remain in discussion**

Questions ?

- ▶ **Thank you !**
- ▶ References Available On Request