

University of New Hampshire

## University of New Hampshire Scholars' Repository

---

M. S. in Management

College of Professional Studies Granite Division

---

Winter 2022

### Integrating Implicit Bias Education into Cultural Diversity Training Via a Portable Web Page

Anne Durant  
*Granite State College*

Follow this and additional works at: [https://scholars.unh.edu/ms\\_management](https://scholars.unh.edu/ms_management)

---

#### Recommended Citation

Durant, Anne, "Integrating Implicit Bias Education into Cultural Diversity Training Via a Portable Web Page" (2022). *M. S. in Management*. 1.  
[https://scholars.unh.edu/ms\\_management/1](https://scholars.unh.edu/ms_management/1)

This Capstone is brought to you for free and open access by the College of Professional Studies Granite Division at University of New Hampshire Scholars' Repository. It has been accepted for inclusion in M. S. in Management by an authorized administrator of University of New Hampshire Scholars' Repository. For more information, please contact [Scholarly.Communication@unh.edu](mailto:Scholarly.Communication@unh.edu).



# The Integration of Implicit Bias Education Via a Portable Web Page


ANNE MARIE DURANT, BSN RN BC

GRANITE STATE COLLEGE

NUR 850.10H: INTEGRATIVE CLINICAL CAPSTONE

MARCH 13, 2022

- 
- ▶ **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

- 
- ▶ **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