

Implicit Bias in Healthcare

Stout Ventures LLC currently obtains CEU approval for this educational activity from the California Board of Nursing which requires that all direct patient care courses address implicit bias in healthcare.

Definition: "Implicit bias, meaning the attitudes or internalized stereotypes that affect our perceptions, actions, and decisions in an unconscious manner, exists, and often contributes to unequal treatment of people based on race, ethnicity, gender identity, sexual orientation, age, disability, and other characteristics. Implicit bias contributes to health disparities by affecting the behavior of physicians and surgeons, nurses, physician assistants, and other healing arts licensees." *Cal. Code Regs. Tit.16, §1450*

Strategy: One strategy to address how unintended biases in decision making may contribute to health care disparities is to create a policy within the organization and to have annual training on policies. Once we know about the potential for implicit bias, we can strive to ensure all patients are treated respectfully and with the best possible healthcare. We believe that all people are made in the image and likeness of God Almighty. Therefore, we assure there is no discrimination on any basis. All pregnancy centers should have a policy like this: Pregnancy Center does not discriminate against clients on the basis of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV/AIDS), sexual orientation, mental disability, medical condition, age or marital status.

Example: An example of how implicit bias affects perceptions and treatment decisions and, thus, leads to disparities in health outcomes is how implicit bias impacts black maternal mortality rates. The following links show this disparity:

- How Implicit Bias Contributes to Racial Disparities in Maternal Morbidity and Mortality in the United States by Bani Saluja and Zenobia Bryant Published Online: 2 Feb 2021 <https://doi.org/10.1089/jwh.2020.8874>
- Working Together to Reduce Black Maternal Mortality, April 6, 2022 <https://www.cdc.gov/healthequity/features/maternal-mortality/index.html>

Participants are invited to read these studies and reflect on how implicit biases must be addressed and how most pregnancy-related deaths can be prevented. In addition, participants are encouraged to discuss with their administrative staff about possible solutions like mindfulness interventions and system factor solutions like helping patients with transportation vouchers for in-person visits.

SOUND IMAGING TIPS WEBINAR CEU INFORMATION

Title of Webinar: _____ Date Viewed: _____

Your Name: _____ Home phone: _____
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I am currently licensed to practice as a Registered Nurse or _____ In the state of _____
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Review of Webinar—three things I have learned:

1.

2.

3.

Signature: _____, I attest I have viewed the webinar in full and read the information on Implicit Bias in Healthcare as required by the CA Board of Nursing.

This form may be mailed with \$15 processing fee for each webinar to Stout Ventures, LLC, PO Box 221, Fairhope, AL 36333. Upon receipt you will be sent a certificate of completion. Form may be emailed to audreyhstout@gmail.com and mail check. For additional webinars and CEUs additional title and take aways may be put on the back of this form or another page.