

Directions: Review the Implicit Bias information below. Answer the following questions by Friday at 2200 following your second team leading clinical experience. **For this CDG, you will not post under the Discussion tab or respond to a peer. Answers must be submitted to your individual Dropbox on Edvance360. Your responses associated with implicit bias will not be shared with others.** Follow the CDG grading rubric while answering your questions.

What is the meaning of Implicit Bias?

“Implicit (or unconscious) bias refers to positive or negative attitudes or stereotypes, activated automatically and involuntarily, that influence our understanding, decisions, and behaviors without our awareness or voluntary control” (Alspach, 2018, pg. 12).

Project Implicit: <https://implicit.harvard.edu/implicit/takeatest.html>

Go to the website listed above, review the Preliminary Information displayed on the page, scroll to bottom of the page, and click “I wish to proceed”. Once you have done this, select **only one** of the Implicit Association Test (IAT) options listed below. The topics are noted in blue along the left side of the webpage. The test typically includes three separate parts and takes approximately 10-15 minutes to complete. Although, only one test is required, you are welcome to take more than one test. The purpose of this test is to provide an understanding of attitudes and biases that the IAT measures.

- Weight IAT
- Skin-tone IAT
- Age IAT
- Sexuality IAT
- Race IAT

1. Once you have selected a topic, please reflect (in writing) on any biases that you may already be aware of towards this group. **Answer this question before you complete the implicit bias assessment.** I chose the group of weight IAT for my testing. As a bigger girl, I know that people in any setting judge me in so many areas. They judge on my size, what I wear, how I present myself, who I am with, where I am at, and I am sure many more ways. If I walk into a gym people may look at me and think oh what is she doing here, she normally don't go to a gym. Also if I go into a fast food place and grab stuff for a few people, people may be thinking she is that big because of all that food she eats. Being on the receiving end of those thoughts, I try to not think that same way. Yes, there are times when I may think about maybe if the person got up and started moving they may not be as heavy as they are. In the same thought though I think they may have something medically going on that they cannot get going.

2. Next, take the selected implicit association test. What did the results of test say about your implicit biases towards this group? I was generally surprised with the results. The test says that I have “a strong automatic preference for thin people over fat people” (Moon, 2023). It suggests that I am similar in my response to 31% of the people that took the test.

3. Based on your initial reflection, how do these results compare? The results seem to be opposite. I do not have a preference either way with weight of a person. Yes I believe it is harder for a larger person to be as healthy as possible (simply by moving because I am there), but not impossible. Everyone must start somewhere.

4. As a team leader, how would you respond to another nurse who complains of taking care of

a specific ethnic group or states, "I am tired of taking care of patients who do not take care

of themselves"? If another nurse said to me that they are tired of taking care of people who don't take care of themselves, I would respond that the person is here for a reason and it's our job to help them. I am not going to lie, there have been times when I have been very discouraged that my patient does not want to do anything to help themselves, but it was my job to help them and take care of them. I have always said that "you can lead a horse to water but you can't make them drink." This is true, we can only do so much and just keep trying.

Moon, Tonya, R. <https://implicit.harvard.edu/implicit/takeatest.html>. 2023.

Alspach, J. (2018, August). Implicit bias in patient care: An endemic blight on quality care.

Critical Care Nurse, (38),4, 12-16. Retrieved from <https://aacnjournals.org/ccnonline/article/38/4/12/3698/Implicit-Bias-in-Patient-Care-An-Endemic-Blight-on>