

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.**

Initially I would have said that I don't have a bias for either older people or younger people but after thinking about it for awhile I may have a few but only in certain situations. For example, taking care of a younger patient in the hospital is normally less chaotic than an older patient if the younger patient is ad lib. This is because younger patients are less likely to have 20 different medications whereas with older patients that's not an uncommon thing. Same thing with having to toilet a patient a younger person will have an easier time getting up and moving, while an older patient will most likely require more assistance. Now, on the other hand I would say I am biased about who I would rather have a conversation with a different way. I would rather sit in a room and talk to an older patient than to sit in a room with a younger patient. I think that conversations with elderly people are much more interesting, and I think that I will be able to learn more from them compared to a younger person. All in all, I guess it depends on the situation I am in on what bias I would have.

2. Next, take the selected implicit association test. What did the results of test say about your implicit biases towards this group?

The test said, "Your responses suggested no automatic preference between Old people and Young people."

3. Based on your initial reflection, how do these results compare?

I feel that the results are accurate because I don't have an automatic preference just because I like old people more than young people or vice versa. I may have a preference based on a certain situation, but I would never be upset or complain because I had one or the other as a patient. I try my best to be as nonjudgmental as possible because I have my own faults so "what makes me better than anyone else" is my thought process. Also, you never know what that person's life is truly like so how you can judge based on one piece of the puzzle.

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 don't take care of themselves"?

Well, "Unconscious or implicit bias refers to biases in judgment or behavior resulting from subtle cognitive processes that we are unaware of, and which happen outside of our regular thought process and control" (Byyny, 2017). With it being something that we all deal with I wouldn't make the other person feel bad for saying that they were tired of taking care of patients that don't take care of themselves. I would rather explain that it is something we all do but we should really think about this situation in a different way. Instead of thinking that they just don't take care of themselves let's think about all the things that could be affecting the way they are taking care of themselves. Things such as their mobility, cognition, health education, support system, transportation are all things that could be out of that person's control and causing a negative effect on their self-care. We as nurses are here to care for people who cannot care for themselves right now. I know that can be a difficult thing sometimes but if it were your family members in the hospital you would want the best care for them in a time where they couldn't care for themselves

right? Maybe looking at the whole picture of the patient rather than bits and pieces would change your view next time you have these feelings and makes things easier to understand. That is how as a leader I would respond to that type of situation.

Reference:

Byyny, R. L. B. MD L. (2017). *Cognitive bias - perelman school of medicine at the university of ...* University of Pennsylvania . Retrieved April 7, 2023, from <https://www.med.upenn.edu/inclusion-and-diversity/assets/user-content/cognitive-bias.pdf>