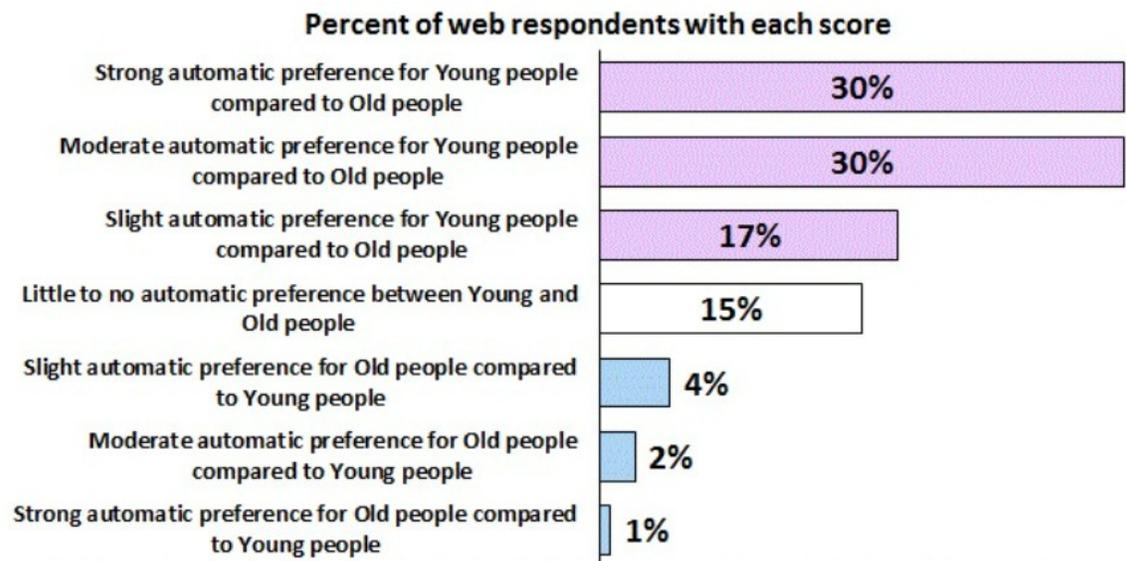


Implicit Bias  
Lindsey Steele

1. The topic I selected was Age IAT. Before taking the test, I wrote down that I felt like the older population unfortunately has more of a negative bias towards them. I think this would be because of age or health decline. I feel older people are more wise while younger people are more careless. I also think the older population has a tendency to be more mean than the younger. Being a nursing student, I am aware it is because of health declines, decrease in independence, chronic pain, debilitating diseases and more. Some specific words I wrote down for the older population were; wise, mature, wrinkly, mean, dependent. Some words I wrote for the younger population were; immature, loud, energetic, and crazy.

2.



This distribution summarizes 974,726 IAT scores for the Age task completed between December 2002 and December 2015.

- My results showed that 30% of my implicit bias is for young people compared to old. I have 15% little to no automatic preference, and 1% preference for old people.
3. My initial reaction was shocked when I viewed my results. When I graduated high school I spent a year working in a nursing home and I felt as if it grew my communication and understanding for the older population. I was expecting the numbers to fall somewhere midline. I purposely picked this category because I was expecting to have little to no implicit bias. After my test was over, I was able to truly understand the meaning of implicit bias. While I don't purposely feel like I have a bias, everyone has one subconsciously. I was thinking about my home life after I took the test, and I realized I am not surrounded by any older adult population at home. I live with my mom, who is only 42, and my younger brother. I do not associate with anyone on my Dad's side, and

my Grandma is only a little over 60 years old. My grandpa passed away in his 60's with brain cancer so the time with him was spent as me taking care of him, rather than enjoying his company subconsciously removing the bias. I don't have any extended family so it really is only my mom, brothers, and grandma. This makes me appreciate clinical more, and the fact I have an opportunity to learn from, communicate with, and spend time with older adults. My results make me disappointed in myself and I am sad with how skewed my numbers were.

4. As a team leader, If I was approached by a nurse who complained about taking care of a specific individual because of a specific trait, I would investigate further on the situation. I would actively listen to the nurse's complaints or issues, I would acknowledge how they feel, then I would try and give my input or perspective. Nursing is a profession that takes care of patients regardless of their weight, skintone, social status, culture, or more. Each individual admitted deserves quality care and respect while they are vulnerable. I would educate the nurse, and encourage her to take care of the patient respectfully. I would also remind the nurse that some patients cannot take care of themselves, and it isn't their fault. People get admitted because they lack knowledge on nutrition, safety or hygiene. Patients get admitted because they have problems where they physically or mentally cannot care for themselves, perform ADLs, or ensure they are in good health. If a nurse is complaining about a patient who isn't properly taking care of themselves, I would remind her of the reasons I listed, and educate.

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

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<https://aacnjournals.org/ccnonline/article/38/4/12/3698/Implicit-Bias-in-Patient-Care-An-Endemic-Blight-on>