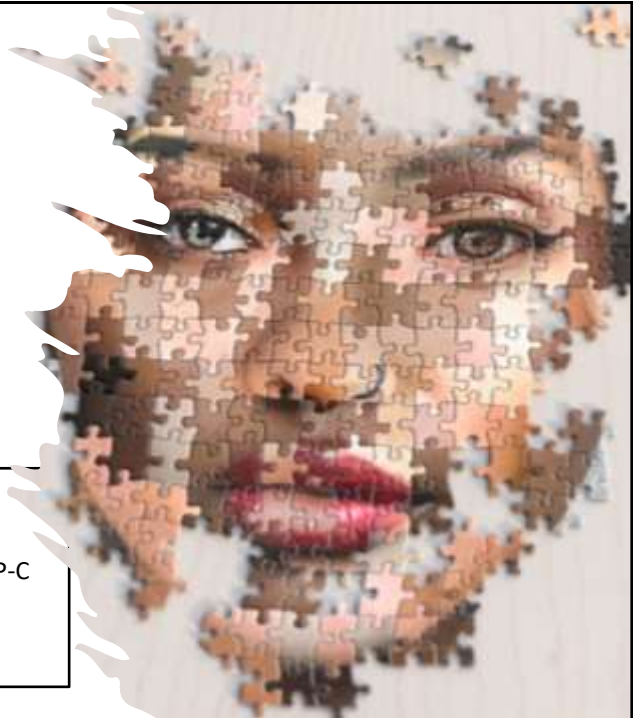


Development of the *“Through the Eyes of...”* Program: Improving Cultural Humility and Implicit Bias Awareness in Nursing Students



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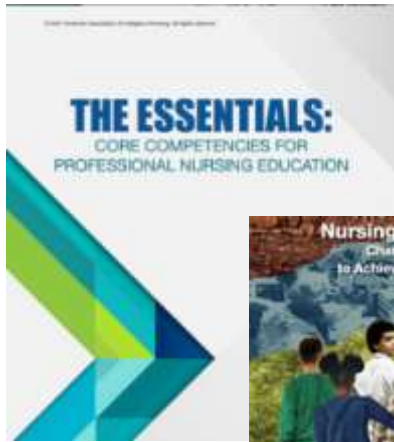


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Background



- **Health Priority:** Eliminating disparate health outcomes experienced by minoritized populations
- **Futures of Nursing 2020-2030**
 - Goal is the achievement of health equity in the United States built on strengthened nursing capacity and expertise
 - Nursing Education—prepare students to promote health equity, reduce health inequities, improve health and well-being
- **AACN Essentials**
 - Domains: person-centered care (Domain 2); population health (Domain 3)
 - Concepts: Social Determinants of Health, Diversity, Compassionate Care

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Methods & Program Development

- **Purpose:** “*Through the Eyes of...*” was developed with the primary aim of improving cultural humility, empathy, and implicit bias awareness of nursing students in community settings, such as older adults, unhoused persons, and differently-abled people that are ethnically and socioeconomically diverse.
- Collaborative partnership with community organizations
- Utilization of the National League of Nursing/Jeffries Simulation Framework
 - Context
 - Background & Design Elements
 - Simulation Experience (Facilitator, Participant, Educational Strategies)
 - Outcome



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“Through the Eyes of...” Training Program

• Scenarios: Considerations for experiences of...

- Student/Healthcare Worker
 - Unhoused
 - Differently Abled Homebound
 - Adolescent with Mental Health Challenge
 - Older Adult
 - *Transgender Man
 - *Infant (Shaken Baby Syndrome)
 - *Hijabi Muslim
- In development*

• Training Program Elements

- 360-degree video scenarios
- Facilitator Guide with Instructor Guides & Student Worksheets



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Methods: Beta Test

- **Sample:** BSN Nursing students
- **Process:** Simulation session
 - Pre-learnings completed prior to arrival
 - View 360 video (individual)
 - Debriefing by facilitators
 - Sequential process for review additional videos (total of 4 viewed)
- **Measurement:** NLN Simulation Design Scale©
 - Measures presence & importance of objectives/information, support, problem-solving, feedback/guided reflection, fidelity
 - Focus Group followed session
 - Conducted by an external faculty member



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Findings—Beta Test—Survey

Total of **25 students** (3 different clinical sessions)

**Presence anchors: 1, strongly disagree, to 5, strongly agree*

**Importance anchors: 1, not important, to 5, important*

Subscales	Presence	Importance
Objectives & Information	4.94 (0.04)	4.65 (0.06)
Support	4.98 (0.02)	4.59 (0.18)
Problem-Solving	4.82 (0.10)	4.55 (0.04)
Feedback/Guided Reflection	4.85 (0.04)	4.68 (0.07)
Fidelity	4.88 (0.04)	4.72 (0.00)

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Findings: Beta Test—Focus Group



• Most helpful

- Hearing others' perspectives
- Small group discussion
- Realistic nature of videos
- Video technology (360 degree) & length

• Least helpful

- Same actors in videos (role confusion)
- Guided activity to explore bias prior to session
- Pre-learning materials
- Too many videos in one session

• Key Takeaways

- Important roles of implicit bias, ACES and SDOH's in the health of patients;
- Critical need for self-assessment and debriefing to understand implicit bias, as well as assessing personal biases and reflecting on its potential impact on nursing care;
- Need to develop empathy, considering how others may view a situation;
- Importance of focusing beyond the tasks when providing nursing care.

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Discussion

- Innovative educational intervention to explore cultural humility, empathy, and implicit bias awareness
- Positive Feedback from students suggesting the development of additional videos
- Nurse Educators:
 - Consider integration of scenarios throughout the nursing program
 - Assists students in exploring personal biases and considerations for those with diverse identities



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“Through the Eyes of...” Program

Materials are available free of charge for research and educational purposes.



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Scan the QR code for more info and to download a free copy of this resource:



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References

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“Through the Eyes of...” Program materials available at: <https://nursing.umich.edu/diversity/dei-faculty/through-eyes>

