

## Promotional: Implicit Bias

\*\*You **MUST** print this for Continuing Education purposes and keep with your certificate of completion.

### **Requirements:**

For successful completion of this educational activity and receipt of 1.0 contact hour(s), the learner must:

1. Participate in 60 minutes of continuous learning.
2. Complete a quiz with a minimum score of 85%.
3. Complete an evaluation form.

### **Educational activity description:**

This educational activity addresses implicit bias and its impact on the healthcare industry as well as individuals. Mitigation strategies for both healthcare professionals and corporate healthcare systems are explored.

### **Target audience:**

The target audience for this educational activity is nurses, occupational therapists, physical therapists, speech language pathologists, social workers, nursing home administrators, human resources professionals and other interested staff. This is an intermediate level educational activity. Information is geared to practitioners with a general working knowledge of current practice trends and literature related to the subject matter. The focus is on increasing understanding and competent application of the subject matter.

### **Purpose:**

The purpose of this educational activity is to enable the learner to identify how to identify implicit bias.

### **Learning outcome:**

At the completion of this educational activity, the learner will be able to demonstrate knowledge about implicit bias by passing a quiz with 85% or greater accuracy.

### **Learning objectives:**

At the completion of this educational activity, the learner will be able to:

1. Identify four (4) groups that experience implicit bias in healthcare.
2. Identify three (3) ways implicit bias negatively impacts individuals receiving healthcare.
3. Select three (3) strategies to mitigate implicit bias in healthcare.

### **Author:**

Don Gordon, BS, MDiv, DMin

Don is the founder and CEO of Christians Caring for Creation, Inc. and currently serves as Adjunct Professor of Religion at Lenoir-Rhyne University. Prior to that he served for 35 years in pastoral ministry in Virginia and North Carolina. He earned a Doctor of Ministry from Columbia Theological Seminary (PCUSA), a M.Div. from Southeastern Baptist Theological Seminary, and a B.S. degree in Mathematics from Campbell University. Don has authored several books in the fields of church history, spiritual formation, and children's religious education. He has recently served on the Board of Trustees for Campbell University in North Carolina and the Board of Directors for The Baptist Center for Ethics in Nashville, Tennessee. Don has spent many hours offering spiritual care in hospitals, hospice care facilities, nursing homes and assisted living facilities with many people he knew well or not at all, including his mother who lived for five years in such an environment.

### **Planning committee:**

Judy Hoff, RN, BSN, MA, PhD  
Linda Shubert, MSN, RN  
Don Gordon, BS, MDiv, Dmin  
Laurie Walther, MS, CCC-SLP  
Angela Stroup, OT/L

**ANCC continuing professional development information:**

Healthcare Academy is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

**ANCC disclosure and program information:**

Participants will be required to complete the entire educational activity, quiz, and evaluation form. There will be no endorsements of products or off-label use.

Disclosures for planning committee Judy Hoff, RN, BSN, MA, PhD, Linda Shubert, MSN, RN, and Don Gordon, BS, MDiv, Dmin have no relevant relationships and no conflicts of interest.

**EXPIRATION:** The expiration date for this educational activity is February 27, 2028. No contact hours will be awarded to participants who fail to submit evaluation forms. Please contact Healthcare Academy with questions.

**NAB/NCERS:**

This program has been approved for Continuing Education for 1 total participant hours by NAB/NCERS—Approval 20270428-1-A120293-DL

**Disclaimer for Michigan learners:**

Please note guidelines for acceptance of this training per MI regulations.

Acceptable modalities of training include any of the following:

- Must be presented live in a hybrid fashion with facilitator using the Healthcare Academy material
- Facilitator must document session and provide certificate of completion for participants

**For more information for Michigan visit:**

<https://ars.apps.lara.state.mi.us/AdminCode/DownloadAdminCodeFile?FileName=R%20338.7001%20to%20R%20338.7005.pdf>

[https://www.michigan.gov/documents/lara/Implicit\\_Bias\\_FAQs\\_FINAL\\_7.22.2021\\_731300\\_7.pdf](https://www.michigan.gov/documents/lara/Implicit_Bias_FAQs_FINAL_7.22.2021_731300_7.pdf)

**California Department of Public Health:**

This course is approved by the CDPH. Provider ID (NAC#): 7045

**Disclaimer: Time in Course**

If you intend to use this course for continuing education credit, you **MUST** be in the course for the stated amount of time. If you do not meet the required time, your certificate may be deemed invalid.

**Disclaimer: Content Advisory**


Some courses may touch upon sensitive, controversial, or uncomfortable topics that could evoke emotional or psychological distress. Our goal at Healthcare Academy is to foster a respectful and inclusive learning environment and provide educational topics to support your work and your facility. We understand that these topics can elicit strong emotional responses. We want to ensure that you are aware of this before proceeding. If at any point you find the content overwhelming or distressing, we encourage you to take a break, seek support from a trusted individual, or discontinue participation in the course if necessary. By continuing with this course, you acknowledge and understand the potential triggering nature of the content. You take full responsibility for your engagement with the material, and the course creators, instructors, and platform including Healthcare Academy shall not be held liable for any emotional, psychological, or other adverse effects experienced because of your participation. If you have any concerns or questions regarding the course content, please contact your organizations Healthcare Academy representative for further guidance.

Copywrite Dates: Copywrite February 2022, R1\_02.23.2025\_SME

## Implicit Bias Continuing Education Information

### Speech Language-Pathologists and Audiologists

#### ASHA continuing education information:

 <p>APPROVED PROVIDER <b>CE</b> ASHA CONTINUING EDUCATION AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION</p>	<p>Healthcare Documentation and Development dba Healthcare Academy is approved by the Continuing Education Board of the American Speech-Language-Hearing Association (ASHA) to provide continuing education activities in speech-language pathology and audiology. <b>See course information for number of ASHA CEUs, instructional level and content area.</b> ASHA CE Provider approval does not imply endorsement of course content, specific products or clinical procedures.</p>
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This course is offered for 0.1 ASHA CEUs  
(Intermediate level)

#### ***Complaint policy for ASHA participants***

Healthcare Academy believes that our customers are vital to the success of the organization. Therefore, Healthcare Academy ensures that concerns that individuals may have with HCA are dealt with in a fair and timely manner.

Complaints can be initiated via email, telephone, or in writing when an individual has a concern with the service provided by Healthcare Academy.

When customer concerns cannot be addressed by our customer support staff, the complaint is reviewed by our continuing education committee. The continuing education committee reviews the complaint and provides a response back to the customer within 30 days of the initial contact.

#### ***Information for ASHA participants with disabilities***

Healthcare Academy (HCA) will engage in a conversation with individuals seeking accommodations and jointly determine a reasonable solution so that they can fully participate in eLearning opportunities. Reasonable accommodations are our standard practice and we engage in a process to work with each individual to determine what accommodations are appropriate for that individual.

#### **ASHA disclosure information:**

Disclosures for planning committee Judy Hoff, RN, BSN, MA, PhD, Linda Shubert, MSN, RN, Don Gordon, BS, MDiv, DMin and Laurie Walther, MS, CCC-SLP have no relevant relationships and no conflicts of interest.

There are no financial or nonfinancial relationships to disclose.