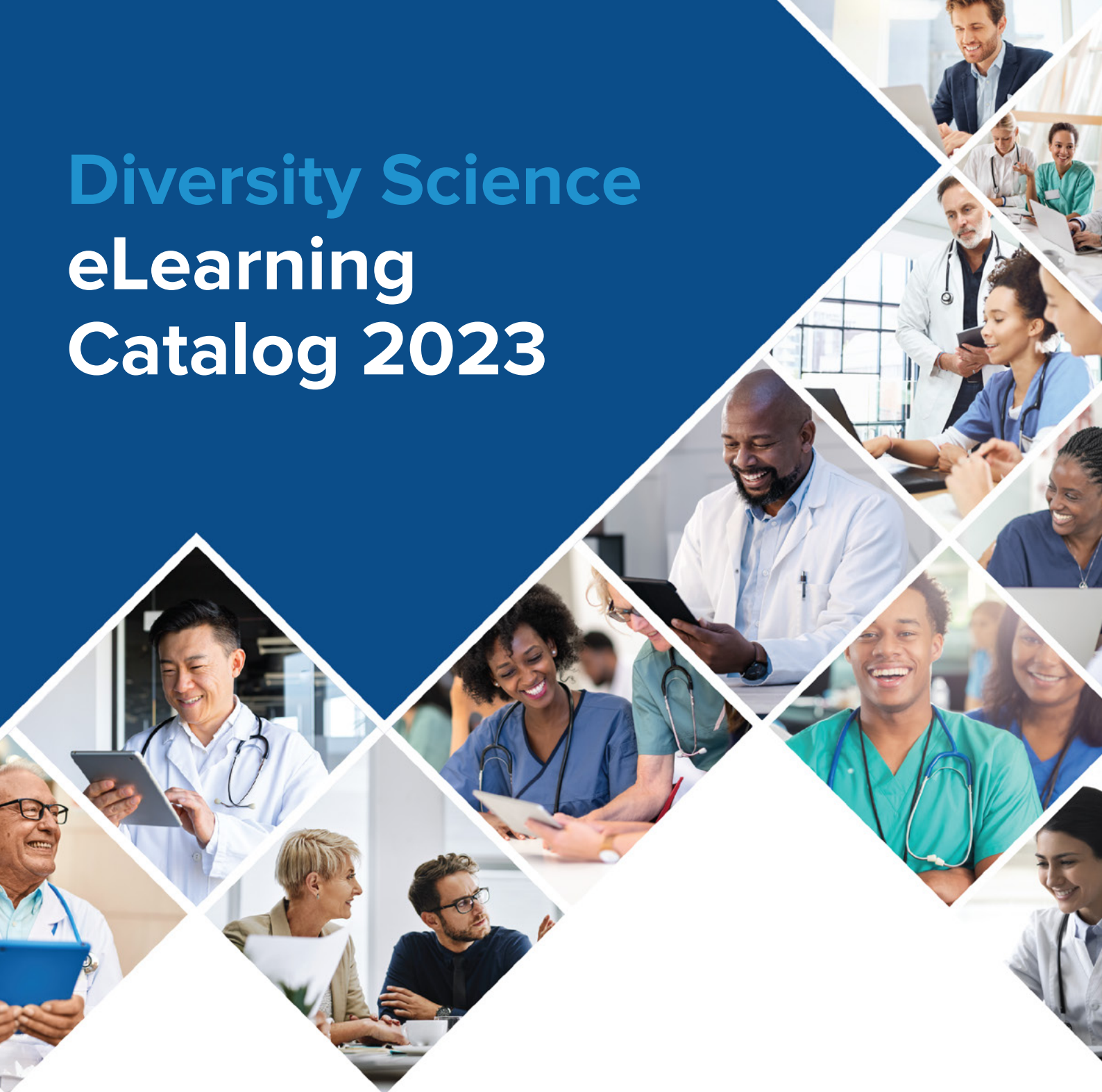# Diversity Science
eLearning Catalog 2023

You deserve the highest quality diversity, equity & inclusion (DEI) and implicit bias eLearning that is engaging, practical, relevant, and reflects your working world.

Diversity Science was founded to meet the need for high-quality, nationally recognized training designed for healthcare and health sciences with evaluated and proven effective strategies.

Many of our learning experiences meet state legal implicit bias training requirements and are ACCME, ACPE, and ANCC CE Accredited.

diversity science

solutions@diversityscience.org   612-524-5841

AVAILABLE COURSES

DEI in Healthcare

DEI in the Workplace

Coming Soon!

Additional Information & FAQs

DEI IN HEALTHCARE

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Available Courses

Questions? We'd love to connect with you!
Email us at solutions@diversityscience.org or call us at 612-524-5841.

Course Description

As healthcare providers, we aim to provide the highest quality care to our patients and remain fair in our practices. Unfortunately, research studies show that even though we have the best of intentions, our unconscious and unintended biases can get in the way of achieving this goal. Just being aware of our biases is not enough. That is why this course is so important - it provides evidence-based and proven strategies for recognizing and interrupting our biases and upholding our commitment to high-quality and equitable care.

Learning Objectives

Learners will be able to:

» Understand the nature and cause of unintended and unconscious biases

» Understand how and why unintended and unconscious biases can affect patient care

» Learn evidence-based and proven bias-prevention strategies that can be put to work right away

Continuing Education Credits
Yes, 0.5 contact hours ACCME (Physicians) or ANCC (Nurses)

Duration
30 minutes

Course Versions
For Physicians, For Nurses, For Physician Trainees, For Allied Health & Other Professionals

New Perspectives on Weight Stigma

Course Description

As healthcare providers, we want to provide the best possible care to our patients at any body size. Unfortunately, many individuals with larger bodies report a lack of understanding and empathy from their healthcare providers. They feel they are being blamed, judged, and treated as someone who is undeserving of their time and care because of weight bias. These patients may also experience anxiety, self-consciousness, and embarrassment during healthcare encounters. Some even report that their providers may use shame or scare tactics when addressing obesity. Patients may delay seeking the care they need, fearing judgment or difficulty finding a healthcare provider with whom they feel comfortable.

This course will equip you with the understanding and strategies you need to increase patient trust and comfort and prevent weight bias and stigma from affecting you or your patients.

Learning Objectives

Learners will be able to:

» Understand how weight bias impacts healthcare providers and patients

» Prevent weight stigma and bias from undermining patient treatment and quality of care

» Use evidence-based strategies to protect themselves and others from implicit biases connected to weight and body size

» Apply practical strategies to provide high-quality, patient-centered care for people of all body sizes

Continuing Education Credits
Yes, 0.5 contact hours ACCME (Physicians) or ANCC (Nurses)

Duration
30 minutes

Course Versions
For All Healthcare Providers

Preventing Biases During Health Crises & Pandemics

Course Description

High demands on the healthcare system and on us makes it even harder than usual to live our values and commitment to providng equitable, high-quality care to all of our patients. This is because, despite our best intentions, stress amplifies our unconscious biases and makes it more difficult for us to prevent unintended biases from affecting the way we care for patients who are members of minoritized groups. This is one reason significant racial healthcare inequities were uncovered and highlighted during crises like the COVID-19 pandemic. This course uses the stories of two patients, Rosa and John, to illustrate the way bias and patients' experiences can result in poor patient outcomes. This course will give you the knowledge and skills that you need to make sure your care aligns with your values and to be part of the solution in addressing racial and ethnic inequities in healthcare.

Learning Objectives

Learners will be able to:

» Describe the causes of inequitable experiences for Black and Latinx patients in the U.S. healthcare system

» Learn proven and practical strategies for interrupting racial and ethnic biases

» Protect patients from biases during times of demand and stress on both providers and the healthcare system

Continuing Education Credits
Yes, 0.5 contact hours ACCME (Physicians) or ANCC (Nurses)

Duration
30 minutes

Course Versions
For All Healthcare Providers

Best Practices for Working with Medical Interpreters

Course Description

Whether experienced at working with Medical Interpreters or a novice, this 30-minute eLearning experience will help support your practice in providing high-quality patient care. It can be stressful when you cannot communicate directly with patients because of language barriers. This course offers crucial information and engages learners in a real-life patient story to illustrate the importance of following best practices.

Learning Objectives

Learners will be able to:

» Describe when, why, and how to work with qualified Medical Interpreters

» Apply best practices, tips, and tricks for working with Medical Interpreters

Continuing Education Credits
Yes, 0.5 contact hours ACCME (Physicians) or ANCC (Nurses)

Duration
30 minutes

Course Versions
For Physicians, For Nurses, & For Allied Health & Other Professionals

Combating Behavioral Health Stigma in Primary Care

Course Description

About forty-five million, or one in five adults, suffer from various behavioral health disorders in the United States. People who experience mental health issues also have a higher risk of eating and sleeping disorders, weakened or fatigued immune systems, and suicidal thoughts or behaviors. Those conditions can deteriorate a person's family, social, and work life. With numerous costs to families and society, we need more efforts to curb the prevalence and severity of mental and behavioral health issues.

This course helps us offer the highest quality of care for all patients, using vivid examples to bring key factors and solutions to light. In addition, reducing implicit bias and identity threats caused by mental health stigma will help patients receive the treatment they need and deserve.

Learning Objectives

Learners will be able to:

» Explain how implicit bias impacts our interactions with patients seeking behavioral healthcare

» Describe and apply strategies to protect themselves and others from implicit bias

» Explain what identity threat is and how to recognize it in patients

» Describe and apply evidence-based, patient-centered communication techniques to improve patient care

Continuing Education Credits
Yes, 0.5 contact hours ACCME (Physicians) or ANCC (Nurses)

Duration
30 minutes

Course Versions
For All Healthcare Providers

Dignity in Pregnancy & Childbirth: Preventing Racial Bias in Perinatal Care

Provides compliance with California State Law SB-464, Minnesota State Law 144.1461, as well as other state-mandated implicit bias training for perinatal care providers.

Course Description

Studies show that perinatal care clinicians and providers are generally committed to providing high-quality and equitable care. Unfortunately, a large body of research shows a significant gap between healthcare clinicians' and providers' value of equitable care and Black patients' experiences and outcomes. A massive body of evidence shows that Black women, on average, receive poorer quality of care and have higher rates of suffering, complications, morbidity, and death than their White counterparts.

This course is organized into three distinct sections providing specific, concrete, evidence-based strategies for interrupting racial bias. Each section includes examples of real-life, composite stories to illustrate how racial bias can undermine care, however unintended.

Learning Objectives

Learners will be able to:

» Describe the research evidence on racial inequalities in care and the resulting unnecessary suffering, illness, disability, and death

» Explain the visible and invisible ways that both conscious and unconscious (implicit) racial stereotypes affect the care process

» Understand the connection between the historical enslavement of people from West Africa and current-day racism and stereotypes

» Apply concrete and evidence-based actions to interrupt racial bias, help buffer patients from racial bias, and provide equitable care for all your patients

Continuing Education Credits
Yes, 1.0 contact hours ACCME (Physicians) or ANCC (Nurses)

Duration
60 minutes

Course Versions
For All Healthcare Providers of Perinatal Care

Providing Identity-Safe Patient Care: Understanding and Preventing Stereotype Threat

Course Description

We strive to provide the best possible experiences for our patients. Part of that is understanding the way our patients' past experiences both inside and outside of healthcare can affect their healthcare encounters. One factor that can affect our patients, especially those of minoritized groups, is Stereotype Threat. Stereotype Threat is triggered by awareness or concern (conscious or unconscious) that a stereotype about a group we belong to might affect how others see us. Hundreds of studies have shown that stereotype threat can have a profound effect on behavior and emotions. Research shows that stereotype threat is prevalent, can affect anyone, and has surprisingly powerful adverse effects.

You may have experienced stereotype threat, even if you did not realize it at the time. This learning experience will give you insight and skills to increase your confidence, improve your performance, lower stress, and improve your quality of life.

Patient groups with a higher risk of stereotype threat are members of racial and ethnic minorities and sexual minorities, those with nontraditional gender identities, those with disabilities, and those with obesity. This learning experience will give you the essential understanding and skills to reduce patient stereotype threat, improve your interactions with patients (for them and for you), and ensure high-quality care and outcomes for all of your patients.

Learning Objectives

Learners will be able to:

» Describe stereotype threat, including triggers and impacts on patients

» Apply evidence-based strategies to protect themselves and patients from stereotype threats

Continuing Education Credits
Yes, 0.5 contact hours ACCME (Physicians) or ANCC (Nurses)

Duration
30 minutes

Course Versions
For Physicians, For Nurses, & For Allied Health & Other Professionals

Implicit Bias Education for New Nurses & Nursing Students

Provides compliance with California State Law AB 1407 and other state-mandated implicit bias training for nursing students and new nurses.

Course Description

Completing this learning experience will bring nursing students and new nurses into compliance with California Law AB 1407.

Learning Objectives

Part 1 - Protecting Yourself and Your Patients from Implicit Bias

Part 1 corresponds to Section 2786 e1a, e1b, e1c, and e1d of CA law AB 1407 and provides learners with foundational knowledge and essential insights into the nature of unintended, implicit biases.

Learners will be able to:

» Describe the source and nature of implicit biases
» Provide examples of how implicit bias can affect care
» Describe five evidence-based, bias-prevention strategies

Part 2 - Understanding and Addressing Racial and Ethnic Bias During a Healthcare Crisis

Part 2 corresponds to Section 2786 e1a, e1b, e1c, e1d, e1f, e1g, e1h, e1j, e1l of CA law AB 1407. It builds on and reinforces the knowledge and insights gained from Part One and adds key structural competency topics.

Learners will be able to:

» Describe why and how stress exacerbates unintended biases
» Explain the benefits of understanding social structure to provide high-quality patient care
» Provide examples of how they will apply evidence-based bias prevention to improve patient care

Part 3 - Dignity in Childbirth & Pregnancy: Preventing Racial Bias in Perinatal Care Foundations

Part 3 corresponds to Section 2786 e1a, e1b, e1c, e1d, e1f, e1g, e1h, e1j, e1l of CA law AB 1407. It builds on and reinforces the knowledge and insights gained from preceding eLearning experiences and adds insights into the roots of racial bias in the US.

Learners will be able to:

» Describe research findings on inequities in perinatal care
» Provide specific examples of how nurses' implicit racial biases can undermine the quality of care
» Provide examples of strategies they will use to improve care for Black patients

Continuing Education Credits
Yes, 1.0 contact hours ANCC (Nurses)

Duration
60 minutes

Course Versions
For Nursing Students and For New Nurses

Best Practices for Collecting Patient Sexual Orientation and Gender Identity Data

Provides training in support of Washington State Senate House Bill 1272 and other state-required data collection of sexual orientation and gender identity data.

Course Description

In this course, you will gain a thorough understanding of why collecting Sexual Orientation and Gender Identity (SOGI) data is crucial in hospitals and health centers and how to create a welcoming and respectful environment for patients. You will learn about the different terms related to sexual orientation and gender identity, their intersectionality, and how to differentiate between them. Through interactive activities and real-world scenarios, you will develop practical skills to communicate effectively with patients while collecting their SOGI data.

By the end of this course, you will have gained the necessary knowledge and skills to interact with patients in an affirming way, using best practices to ensure their SOGI data is collected respectfully and inclusively. Whether you are a healthcare professional or administrator collecting SOGI data in healthcare settings, this course will empower you with the right tools to improve patient care outcomes through positive and inclusive interactions.

Learning Objectives

Learners will be able to:

» Communicate to patients why hospitals and health centers collect sexual orientation and gender identity information

» Explain to patients and colleagues the definitions and differences among some sexual orientation and gender identity terms

» Apply best practices and strategies to interact with patients in an affirming way

Continuing Education Credits
Not available

Duration
15 minutes

Course Versions
For All Healthcare Providers

DEI IN THE WORKPLACE

You deserve the highest quality diversity, equity & inclusion (DEI) and implicit bias eLearning that is engaging, practical, relevant, and reflects your working world.

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Available Courses

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Overcoming Unconscious Bias in the Workplace

Course Description

Almost all of us value fairness and justice and strive to live those values every day. Unfortunately, thousands of studies have shown that even well-meaning people can be unintentionally, and often unconsciously, biased. Biases can influence how we perceive and treat individuals different from us. In workplace settings, these unintended biases can prevent us from connecting authentically and engaging inclusively with others.

This learning experience includes practical, evidence-based strategies to prevent unintended biases from affecting you, your coworkers/colleagues, and the people you serve. Most importantly, it will give you knowledge and strategies to help you live your values - treating people fairly and without bias.

Learning Objectives

Learners will be able to:

» Describe where unintended and often unconscious implicit biases come from

» How preferences can, without our awareness, negatively impact us and those around us

» Apply practical, evidence-based strategies to prevent unintended biases from affecting themselves, their coworkers/colleagues, and the people they serve

Continuing Education Credits
Not available

Duration
30 minutes

Course Versions
For All Staff

Creating Identity-Safe Teams by Understanding & Preventing Identity (Stereotype) Threat

Course Description

Hundreds of studies have shown that our performance and well-being can be strongly affected by being aware (consciously or unconsciously) that a stereotype about a group we belong to might affect the way others see us. Simply put, we fear that an unfair stereotype will be applied to us, even though we may not be consciously aware of that fear at the time. This experience is called identity threat or, more commonly, stereotype threat.

This course helps us understand that people live and work in different worlds next to us.

Research shows that stereotype threat is prevalent, can affect anyone, and has surprisingly powerful negative effects.

You may have experienced stereotype threat, even if you did not realize it at the time. This learning experience will give you insight and skills to increase your confidence, improve your performance, lower stress, and improve your quality of life.

Many of your co-workers experience stereotype threat, even though they may not be aware that it is happening. This learning experience will help you understand and empower your co-workers, bring out the best in them and others, and support a vibrant and inclusive workplace.

Learning Objectives

Learners will be able to:

» Better understand and empower your coworkers, bring out the best in them and others, and support a vibrant and inclusive workplace

» Improve the quality of service provided to clients or customers, thus improving their experience and loyalty

» Apply evidence-based strategies to protect themselves and their co-workers from stereotype threats

Continuing Education Credits
Not available

Duration
30 minutes

Course Versions
For All Staff

COMING SOON!

Caring for Transgender and Gender Diverse Patients

Course Description

Coming Summer 2023! This engaging and evidence-based course is designed for the real world of healthcare, giving medical professionals the knowledge and skills they need to provide inclusive, affirming, and culturally responsive care to their gender-diverse patients, including patients who are transgender, nonbinary, and intersex. Learners increase their knowledge through current research, personal stories, real-world examples, and best-practice demonstrations. Each episode is followed by engaging skill-building activities, exercises, and practice sessions designed to rapidly and effectively build provider competency for effective and culturally responsive care for gender-diverse patients.

Learning Objectives

Learners will be able to:

» Strengthen their knowledge and understanding of gender diversity

» Gain insight into the healthcare experiences and needs of gender-diverse patients

» Develop practical skills for providing gender-diverse patients with clinically appropriate and culturally responsive care

Continuing Education Credits
Yes, 1.0 contact hours ACCME (Physicians) or ANCC (Nurses)

Duration
60 minutes

Course Versions
For All Healthcare Providers

Preventing Inequities in Pain Care Management

Course Description

Coming Summer 2023! As a consequence of structural racism and interpersonal biases, Black and other patients of color are systematically undertreated for pain, regardless of pain intensity and condition. For decades, Black patients and other patients of color have been calling attention to these racial inequities in pain management, a fact further supported by hundreds of scientific studies. Achieving health equity in this area requires immediate and systematic change. A critical component of this change strategy is ensuring that every provider has the knowledge and skills they need to provide appropriate, equitable, and inclusive pain care to all their patients, regardless of patients' race or ethnicity.

Learning Objectives

Learners will:

» Learn about the nature and extent of inequities in pain management

» Gain insight into the interpretation of signs and symptoms, and how to look beyond racial stereotypes to better understand patients' pain management needs

» Gain concrete action steps to ensure high quality pain management for all patients

Continuing Education Credits
Yes, 0.5 contact hours ACCME (Physicians) or ANCC (Nurses)

Duration
30 minutes

Course Versions
For All Healthcare Providers

What Makes Our eLearning Courses Different?

What Makes Our DEI eLearning Programs Different?

Our highly experienced and expert team of scientists, practitioners, and facilitators draws on 50+ years of academic research and real-world experience to design eLearning programs that comprehensively support our clients' diversity, equity and inclusion goals. We use robust evidence from the behavioral and cognitive science, organizational change theory, inter-group collaboration and conflict, and DEI best practices to drive real, sustainable change.

Our programs are designed to maximize the integration of new knowledge and skills by creating an optimal "growth and learning zone," connecting the content to learners' own values and priorities, and grounding concepts in real-world examples.

What Do We Mean By Evidence-Based Learning?

What to Teach: Evidence-based strategies for the real world. Our learning programs empower learners with scientifically-proven skills and strategies that they can apply immediately in their work and lives. Rather than focusing on what should work, we give learners concrete strategies that do work.

How to Teach: Creating a growth and learning mindset. Our learning programs are designed to maximize integration of new knowledge and skills by connecting the content to learners' own values and priorities and grounding it in real-world examples.

Our eLearning Courses Are:

Proven Effective

We have consistent evaluation results from thousands of learners.

» Increases learners' understanding and motivation to act
» Improves the DEI climate and the experiences of diverse team members
» Creates increased belonging and inclusion
» Promotes common understanding & constructive DEI conversations

Engaging & Relevant

Participants gain practical, evidence-based strategies they can use right away.

» Versions tailored to role, maximally relevant to the daily lives of participants
» Evidence-based strategies that can be implemented immediately
» Case studies and patient examples to advance learning

Accessible & Scalable

Designed for the realities of busy organizations and learners.

» Can be completed at any time on almost any device
» Volume discounts, easy to roll out
» Organizations have three access options:
   1. Learners are given login information to our Learning Management System
   2. We'll set up a portal with your organization's branding for your learners
   3. You can license the courses to be offered on your organization's Learning Management System

Course Access Options

Option 1:

Individual learners can purchase courses directly on the Diversity Science Learning Management System (LMS) at [learn.diversityscience.org.](learn.diversityscience.org)

There you will find our entire eLearning library, including courses with Continuing Education (CE) credits, along with all supplemental materials.

Option 2:

Diversity Science will host eLearning courses for your Organization on our Learning Management System (LMS) at [learn.diversityscience.org.](learn.diversityscience.org)

This includes not only the selected course(s) and supplemental materials, but also access to our amazing User Support Team. Details are below.

Diversity Science will provide:

» A dedicated link to the course

» A customized portal on our LMS with Diversity Science + Your Organization branding

» Both organizational and learner user support during the entire license period

» Pre-enrollment of all learners for easy sign-in

» 2 admin reporting seats

Option 3:

You would like to access the eLearning courses on your Organization's Learning Management System (LMS).

Please contact us! We can walk you through options that can meet your needs.

FAQ: How Do CE Credits Work?

Testing for CE credits is only available on the Diversity Science LMS.

There you will find our entire eLearning library, including courses with Continuing Education (CE) credits, along with all supplemental materials.

» **If you are an individual learner,** simply select the CE version of the course(s) you wish to take. Upon successfully completing the test, you will be forwarded to the accreditation website to collect your CE credits.

» **If your organization is providing eLearning courses through the Diversity Science LMS,** no special condition is needed for CE credit. We will provide your organization with the correct version, including the CE test administration. Upon successfully completing the test, learners will be forwarded to the accreditation website to collect CE credits.