

# Anti-Racism & DEI Course Materials Project: Identifying Bias in Nursing Curriculum and Textbooks

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## INTRODUCTION

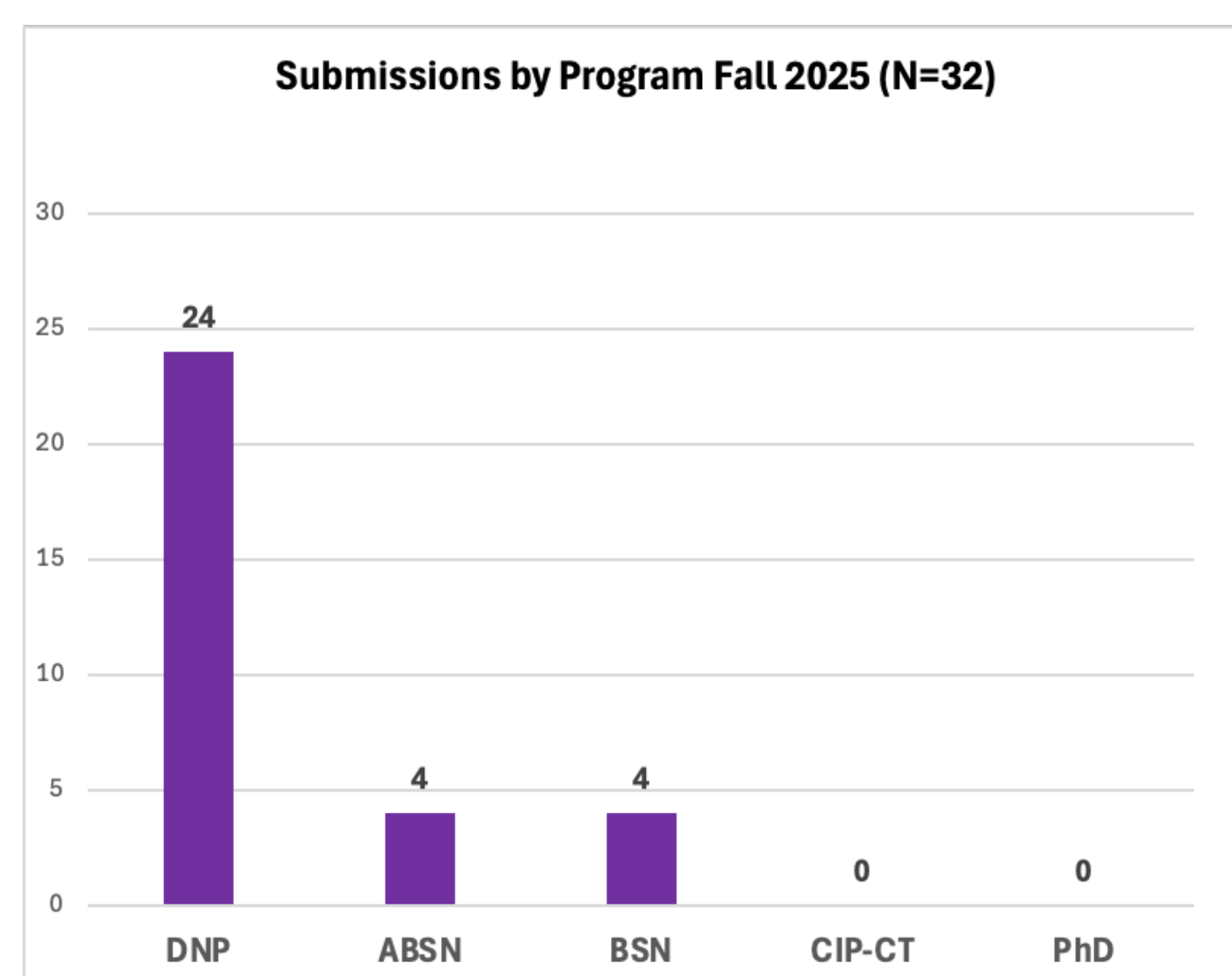
- Bias in nursing textbooks creates a significant barrier to developing culturally responsive and socially aware nurses
- Nursing educational material often normalizes whiteness in assessments, omits diverse patient experiences, uses race as a proxy for disease prevalence without context, and uses exclusive language
- This practice perpetuates implicit and explicit bias among future nurses, influencing decision-making and quality of care or service delivery

## PURPOSE

- The study aims to measure the types of bias reported by students, staff, and faculty, and further analyze them using quantitative and qualitative analysis
- Aggregated results are provided to the respective course faculty to support curriculum revision and to selected publishers to encourage revising content to better align with anti-racist and diversity, equity, inclusion, and belonging principles
- To ultimately support the preparation of more equitable and culturally responsive nursing professionals.

## METHODS

- Used an observational study design in which students and faculty anonymously submit instances of perceived bias identified in required nursing course materials between September and December 2025
- We de-identified and systematically analyzed descriptive frequency counts to characterize types and patterns of bias.
- Participants included current nursing students enrolled in the BSN, ABSN, CIPCT, DNP, and PhD programs, as well as faculty and staff with access to required textbooks and educational materials at the University of Washington School of Nursing.

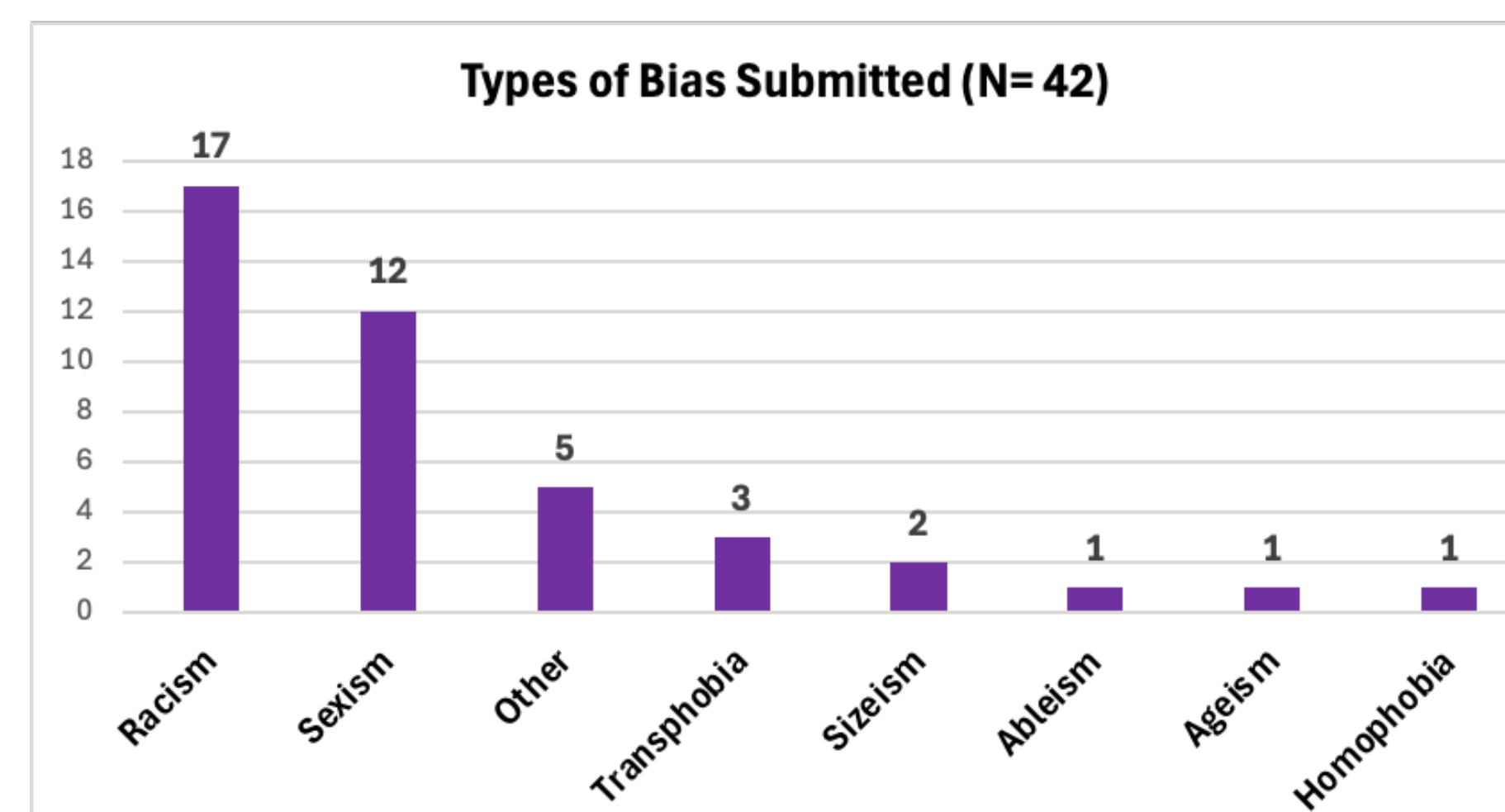


## ACKNOWLEDGEMENTS

Special thanks to my faculty mentors, Dr. Bethany Rolfe Witham, Dr. Emily Leaver, and Dr. Joycelyn Thomas, and to my course instructor Dr. Jonika Hash, for their valuable support and guidance throughout the year.

## RESULTS

Findings reveal 42 instances of bias:



## RESULTS

Racism was the most frequently reported (n=17), followed by sexism (n=12). Additional reported instances include transphobia/cissexism (n=3), sexism (n=2), ableism (n=1), ageism (n=1), homophobia (n=1), and other instances of bias (n=5).



Scan the QR code to submit a bias

## DISCUSSION

- Participation was voluntary and anonymous.
- Data were collected via a REDCap survey using a QR code, which was advertised through flyers and presentation slides throughout the School of Nursing.
- Students, staff, and faculty at SoN have access to our project webpage link in the syllabi of all Canvas courses
- Because reports were based on participant observations, the data collection process relied on participants' interpretations of bias within educational materials.

## RECOMMENDATIONS

- Addressing bias within nursing education is essential to advancing equity and anti-racist practice as well as producing culturally responsive and socially aware nurses
- We encourage all students and faculty at the University of Washington School of Nursing to submit any instances of bias they identify in educational materials to help us create more equitable, inclusive learning materials.

## REFERENCES

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