**Diversity Science Information Sheet**

**Description:**

Diversity Science has created the Dignity in Pregnancy and Childbirth Online training that consist of a 3-module program for perinatal providers that focuses on implicit bias and reproductive justice. Resources for leaders and clinicians to promote health equity in their clinical practice and their organizations are also available. It is one bias and equity training recommended by ILPQC for hospital teams to meet Birth Equity Driver 4 strategies.

**Education Content available:**

ILPQC has partnered with Diversity Science to provide exclusive online access to their e-modules and materials. This access is available to all ILPQC hospital teams participating in the Birth Equity Initiative and includes:

* Access to online e-modules and training resources
* 1:1 e-module integration support
* Technical support

**Access Information:**

Most ILPQC members will access the online training by loading the course files onto their learning management system. These courses are provided as SCORM files which are compatible with industry standard learning management systems. Diversity Science will provide technical assistance with teams on an as needed basis. This service is provided by their instructional design team, and usual resolution times for technical support are 3-5 business days.

Implementation strategies for the QI team

**Two pathways for implementation:**

1. **QI team works with Diversity science to assist with full integration of e-modules into the hospital/institution online electronic learning system**
2. **QI team provides the “ILPQC Diversity Science Access Guide” to hospital staff members for access to ILPQC Diversity Science e-module trainings**

**Diversity Science Implicit Bias Training Registration & Access**

Please use this access guide to share information with your hospital staff, nurses, and providers.

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| * Access the Diversity Science [website](https://www.diversityscience.org/training/equal-perinatal-care/)
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| * Hover over “Training” across the top of the page to access a drop-down menu. Click on [“Perinatal Health Care Equity (SB 464)”](https://www.diversityscience.org/training/equal-perinatal-care/)
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| * Scroll to middle of the page. Complete “3 Easy Steps to Access Resources”
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| * Receive an email from learning@diversityscience.org with user name, password, link to log in, and directions to proceed
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**Diversity Science Access Guide for ILPQC Hospital Teams**

**About**

Diversity Science has developed a 3-module program specific to perinatal health that focuses on implicit bias and reproductive justice. These modules include resources for perinatal leaders and healthcare clinicians to promote health birth equity in clinical practice and their organization. Diversity Science is one of two e-module trainings that ILPQC recommends for hospital to consider for efforts related to their birth equity structure measure % of providers, nurses, and staff providing respectful care and addressing implicit bias.

Worked collaboratively with ILPQC to develop a website that provides resources and a direct linkage to their perinatal health equity training course, Dignity in Pregnancy and Childbirth. The Dignity in Pregnancy and Childbirth Online training is a 3-module program for perinatal providers that focuses on implicit bias and reproductive justice. Resources for leaders and clinicians to promote health birth equity in their clinical practice and their organizations are also available. It is one bias and equity training recommended by ILPQC for hospital teams to meet ***Birth Equity Driver 4*** strategies.

**Resource Hub**

ILPQC has partnered with Diversity Science to provide exclusive online access to their e-modules and materials. This access is available to all ILPQC hospital teams participating in the Birth Equity Initiative and includes:

* Access to online e-modules and training resources
* 1:1 e-module integration support
* Technical support

**Member Support**

Diversity Science provides direct support in the form of emails and calls to facilitate access to the resources included on the resource hub. This includes:

* Responding to requests for access to resources through registration form
* Email and phone support for members who may be stuck and require assistance or clarification before accessing resources. Support is available 10-6pm CST M-F.

**Technical Support**

Most ILPQC members will access the online training by loading the course files onto their learning management system. These courses are provided as SCORM files which are compatible with industry standard learning management systems. Diversity Science will provide technical assistance with teams on an as needed basis. This service is provided by their instructional design team, and usual resolution times for technical support are 3-5 business days.

*If you need member or technical support, please contact the Emily Ruff by phone or email:*

* **Phone:** (216) 906 9656
* **Email:** Emily@diversityscience.org

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| **Deeper Dive into Diversity Science Implicit Bias Training***Program Contents: 3 Modules & Optional eLearning modules for BIPOC providers***Module 1:** Dignity in Pregnancy and Childbirth: Part 1 Laying the Groundwork (≈30 min) Part 1 - empowers perinatal care providers with the knowledge and insight they need to close the gap; to align their values on high-quality, unbiased, equitable, and respectful care with the actual care that many Black birthing women receive. |
| **Module 2**: Dignity in Pregnancy and Childbirth: Part 2 Racism not Race (≈30 min) Part 2 - focuses on how racism in all of its forms impacts the care given to Black patients and strategies that work with our brains to interrupt racism in perinatal care.**Module 3**: Dignity in Pregnancy and Childbirth: Part 3: Taking Action (15 min)Part 3 - models what positive and ongoing anti-racist healthcare practice might look like and how to incorporate reproductive justice values into our care for Black birthing women and all birthing people. It also models and discusses how patient-centered care can help empower our patients and respect the fundamental dignity and autonomy of each of our patients.**Resources for BIPOC providers**:* Our Stereotype Threat eLearning, which is an optional part of this course.
* Resources for [Understanding and Transforming Racial Trauma](https://www.diversityscience.org/resources-for-racial-trauma/)

**Strategies for Next Steps**Next steps for implementing the Diversity Science strategies:In a small group setting, with an appropriate facilitator,* Ask all participants to complete and save their Action Plan from Module 1. Have participants share their experience and action plan. Discuss concepts presented in the module and how that impacted the development of their action plan.
* Use downloadable handout summarizing evidence-based strategies for interrupting bias for discussion and use in simulation activities.
* Use downloadable handout summarizing anti-bias strategies for discussion and use in simulation activities.
* Brainstorm and discuss actionable next steps.
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**Outline of the Diversity Science Trainings**

**Module 1 follows Melissa’s story and discusses the concepts of:**

* Racial bias:
	+ Inequity in care
	+ Personal/Professional values
	+ Common values
* Perspective taking:
	+ Stereotyping
	+ Unpacking bias
	+ Historical relevance
* Interrupting racial bias:
	+ Connecting the dots
	+ Developing an action plan

**Module 2 follows Aiysha’s story and discusses concepts of**:

* (Unpacking) Implicit bias:
	+ - Differing perspectives: observation, assumption, missed aspects/opportunities
		- Conscious and Implicit Thinking Systems
			* Racial stereotypes
		- Role of Systemic Racism
		- Action steps
			* Partnership building
* Empathy gap:
	+ - Differing perspectives
		- Cross-race empathy gap/Respectful care
		- Improved outcomes
		- Action steps
			* Perspective taking
* Closing:
	+ - Concept of weathering
		- Implementation of strategies

**Module 3 follows Rose’s story and discusses concepts of**:

* Reproductive Justice Framework, the rights to:
	+ Personal, bodily autonomy
	+ Decide whether to have children
	+ Parent children in safe and health environments
* Bias-reducing strategies
* Self-reflection on words, actions & thoughts
* Patient-centered Care
* Informed, affirmed, heard & respected
* Addressing Racism in Healthcare
* Building an Action Plan
* Resource list includes—3 handouts, 1 article, 2 website links