



# ETHICAL DIMENSIONS

Issue #20

## Hospitals Mirror Bias of Society

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Hospitals are often one of the major workplaces in a community. Ethical concerns arise not only in the treatment of patients, but also in the organization of the workplace. Rosemary Stevens, in her historical study of the evolution of the U.S. hospital, *In Sickness and in Wealth*, (p. 357-8) says, "Hospital staffing is still a good reflection of contemporary class, gender, and racial relations—from the cadre of well-paid (still largely male) attending physicians, through the (largely female) ranks of nurses, therapists, and technicians, to the army of blue-collar workers in lesser-paid occupations, who are disproportionately members of minority groups."

This case can be considered from the perspectives of individual ethics, institutional ethics, and societal ethics. Respond to the statements below using the following scale:

1 Strongly Agree     2 Agree     3 Not Sure     4 Disagree     5 Strongly Disagree

Individual Issues	Institutional Issues	Societal Issues
1. Changing such patterns should be the responsibility of the individuals in the institution. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	1. A hospital should have a program that gives special attention to the hiring of women/minorities. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	1. The federal government should again become active in enforcing the regulations concerning women/minority hiring and promotion. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
2. A manager should promote the best person for a job without consideration of gender, race, culture, etc. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	2. A hospital should examine the composition of its management personnel concerning women/minority representation. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	2. Government-funded programs should insist on attention to gender/race in those institutions that receive federal funds. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
3. Women are less inclined to possess the toughness required in higher management responsibilities. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	3. A hospital should examine the composition of its board of trustees concerning women/minority representation. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	3. Quota programs are simplistic and punitive. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
4. Due to their early experience, most minority persons cannot effectively meet the demands of complex management. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	4. A hospital should programmatically purchase a percentage of goods/services from minority/women-owned businesses. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	4. Moral leadership is the answer to such questions, not the use of legal or political pressure. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
5. Women/minority persons who are promoted where there is a program of affirmative hiring and promotion will never feel that they have earned the position. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	5. There is not evidence that such programs do anything more than bloat the bureaucracy of an institution. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	5. The racial and gender "problems" of our society are greatly exaggerated. <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5



**OPINIONS AND FEELINGS ARE FREQUENTLY A PERSONAL TRIUMPH OVER GOOD THINKING  
YOU DEFINE REALITY BY WHAT YOU KNOW, WHAT YOU BELIEVE, AND WHAT YOU DO ABOUT IT.**