



National Commission to Address
Racism in Nursing

North Carolina Institute of Medicine
Task Force on the Future of the Nursing Workforce

February 28, 2023



Diversity &
Inclusion

BACKGROUND

- On March 13, 2020, the nation was put into lock-down because of newly discovered Coronavirus.
- 1 in 3 nurses were reporting shortage of PPEs necessary to care for COVID-patients.
- May 25, 2020, we witnessed the death of George Floyd at the hands of a White police officer.
- Stark Reminder that COVID-19 is not the only “Pandemic” Americans are facing today!



NCEMNA



ANA

AMERICAN NURSES ASSOCIATION

NBNA

NATIONAL BLACK NURSES ASSOCIATION, INC.



National Commission to Address
Racism in Nursing



ANA's Membership Assembly adopted a resolution on Racial Justice for Communities of Color. The resolution reaffirms ANA's positions against racism, discrimination and health care disparities and pledges action.

"Collectively, we must emerge from silence and speak with one strong voice as leaders and role models of compassion and empathy for our patients, families, communities and most importantly, towards one another."

OUR VOICE IS OUR **COMMITMENT TO ACTION**

BACKGROUND

- On January 25, 2021 leading nursing associations launched the National Commission to Address Racism in Nursing
- Work is being led by the American Nurses Association (ANA), National Black Nurses Association (NBNA), National Coalition of Ethnic Minority Nurse Associations (NCEMNA), and National Association of Hispanic Nurses (NAHN)



NCEMNA



PARTICIPATING ORGANIZATIONS

- American Academy of Nursing
- American Association for Men in Nursing
- American Association of Colleges of Nursing
- American Nurses Credentialing Center
- American Nurses Foundation
- American Organization of Nursing Leadership
- ANA Eastern Region of Constituent and State Nurses Associations
- ANA Midwestern Region of Constituent and State Nurses Associations
- ANA South-Eastern Region of Constituent and State Nurses Associations
- ANA Western Region of Constituent and State Nurses Associations
- Asian American/Pacific Islander Nurses Association
- Chi Eta Phi
- Minority Fellowship Program at the American Nurses Association
- National Alaska/Native American Indian Nurses Association
- National Association of Indian Nurses of America
- National Association of Licensed Practical Nurses
- National League for Nursing
- Organization for Associate Degree Nursing
- Philippine Nurses Association of America
- The Minority Nurse



National Commission to Address Racism in Nursing

VISION & MISSION



VISION: The nursing profession exemplifies inclusivity, diversity, and equity creating an antiracist praxis and environments.

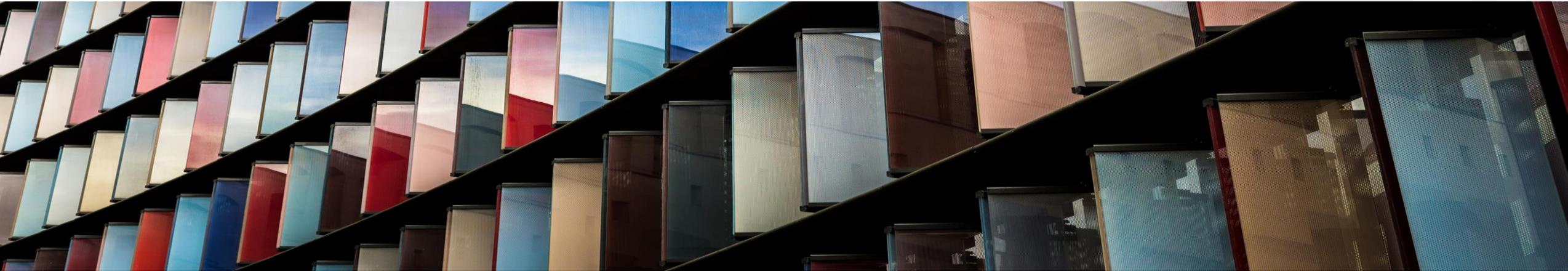
MISSION: Set as the scope and standard of practice that nurses confront and mitigate systemic racism within the nursing profession and address the impact that racism has on nurses and nursing.

GOALS

- 1) Engage in national discussions with the nursing profession to own, amplify, understand, and change how racism negatively impacts colleagues, patients, families, communities, and the healthcare system.
- 2) Develop strategies to actively address racism within nursing education, practice, policy, and research, including addressing issues of leadership and the use of power.
- 3) Use the *Nursing: Scope and Standards of Practice* as a framework to create a roadmap for action to address racism in nursing.

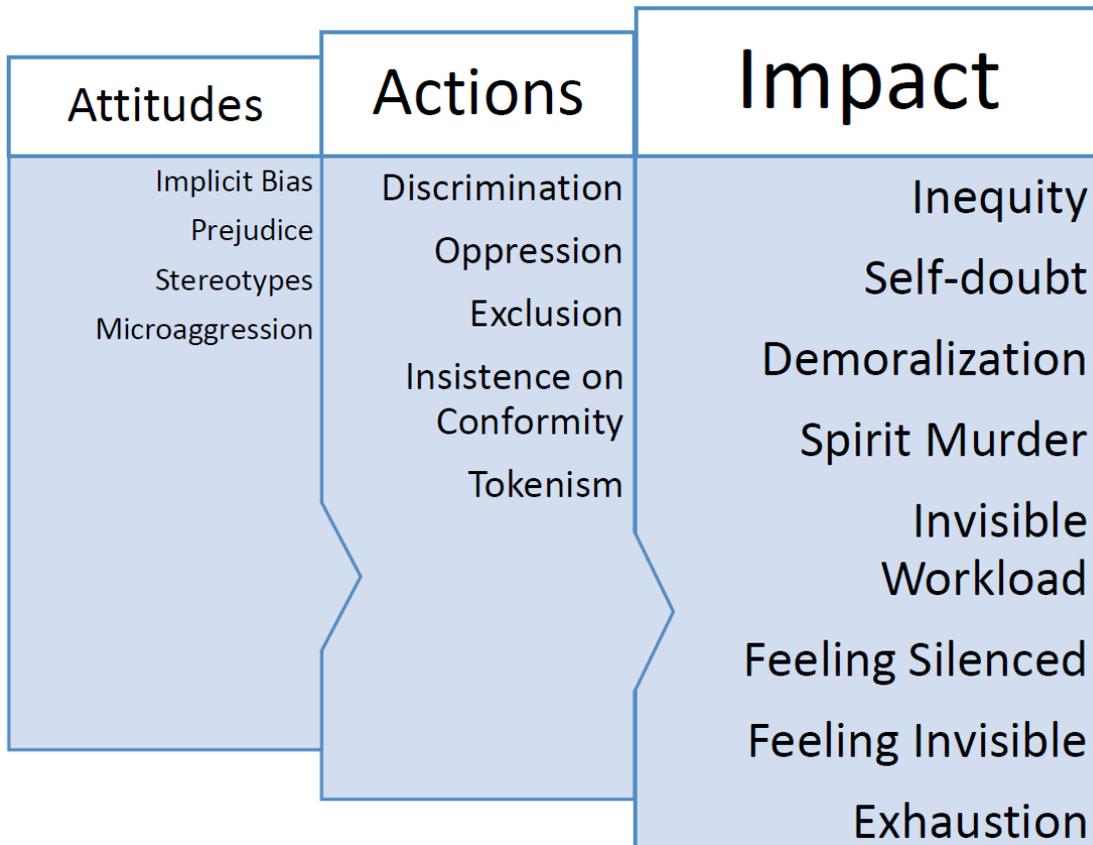
DEFINITION OF RACISM

Commission's Definition of Racism: *Assaults on the human spirit in the form of actions, biases, prejudices, and an ideology of superiority based on race that persistently causes moral suffering and physical harm of individuals and perpetuates systemic injustices and inequities*



LISTENING SESSIONS

Five sessions held between February – April, 2021 to collect nurses' personal stories of racism experienced in their careers



“Nursing is the most racist profession outside of law enforcement.”

“Many Black girls don’t make it through this nursing education program.”

“I have been told people like me never get anywhere.”

“Nursing has not been safe or particularly uplifting.”

LISTENING SESSIONS

“[I] always had a hard time; never easy for me; first Black nurse in multiple departments in the hospital; they never made it easy; I have been told “people like me never get anywhere.” I have staff—both Black and White—who disrespect you; they make fun of you; I looked forward to retirement.”

“Regardless of education, as [for] a nurse of color, the opportunities do not seem to come; clinical skills are always being questioned; ‘nurses eat their young’ is doubled if you are a nurse of color.”

“Why should any Black nurse go back for a PhD or DNP—[when they] will never get hired or promoted even with a DNP or a PhD?”

“If I were to replace my face with a White person’s face, where would my career be?”

[June 2021 Listening Sessions on Racism in Nursing](#)

IMPACT OF RACISM ON HEALTH AND WELL-BEING

“Racism has affected my well-being with having to take a **leave of absence** from a job in 2008 for 4 weeks diagnosis of **severe hypertension**. After 4 weeks off the job denied further pay.”

“I **live in constant fear** that I will be fired or my license will be under threat. So I do my best to follow all rules and protocols and hope that everyday I can go home to my family without a racist person with power in the workplace taking advantage of me.”

“Made me feel **worthless....** given me anxiety, I no longer apply for higher positions.”

“I have been **called the n word** by multiple patients on multiple occasions. I have been asked to not care for a few patients by the patient themselves because I am black. I have been **called colored by a nurse manager.**”

“The **power in nursing is primarily held by middle-age to old-age white women** who have just recently begun to consider racism in nursing care. There are racist principles that have been carried down through history and never challenged.”

“I have **PTSD** from the way I was treated. I saw a therapist and was prescribed antidepressants.”

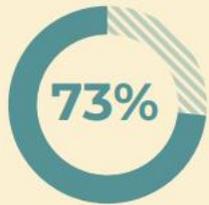
[Survey shows substantial racism in nursing](#)

NATIONAL SURVEY TO UNDERSTAND RACISM IN NURSING

Nurses' Personal Experience with Racism in the Workplace



BLACK NURSES



ASIAN NURSES



HISPANIC NURSES



WHITE NURSES

OVER 3/4 of Black nurses say racism negatively impacts their professional well-being

- Launched in October, 2021
- Over 5,600 respondents from across the nation
- Press release on January 25, 2022

[Survey shows substantial racism in nursing](#)

[Top Ten Ways to be an Antiracist in Nursing infographic released](#)



Public Comment period for Foundational Report January – February 2022

Presentation to Membership Assembly June 2021

Launch of National Commission to Address Racism in Nursing

Press release January 2021

National Racism Survey launched October 2021

[Press release & webpage for National Racism Survey results](#) January 2022

May 23, 2022
2022 Foundational Report on Racism in Nursing published



February - April 2021
Listening Sessions held with report released in June



November 2021
Virtual Summit
Navigate Nursing Webinar
Magnet & Pathways presentations

3/2/22



June 2022 Begin Dialogue with minority Nursing Organizations

"Assaults on the human spirit in the form of **actions**, biases, prejudices, and an ideology of superiority **based on race** that persistently cause moral suffering **and physical harm of individuals** and perpetuate **systemic** injustices and inequities"

January 2022
Developed a Commission Communications PPT

November 2021
Commission's definition of racism



2022 NATIONAL COMMISSION TO ADDRESS RACISM IN NURSING FOUNDATIONAL REPORT



Outline

Historical context of racism in nursing
Contemporary context of racism in nursing
How racism shows up in four target areas:
Education, Policy, Practice and Research

Public Comment

Draft report posted on ANA's website from January 18 – February 14, 2022. 160 sets of comments received

Publication

Published May, 2022 in celebration of the anniversary of Mary Eliza Mahoney's birth



National Commission to Address
Racism in Nursing

Report Series

Racism in Nursing



2022 NATIONAL COMMISSION TO ADDRESS RACISM IN NURSING FOUNDATIONAL REPORT

- Hear from the authors [insert video links]
- Read about how racism has deep roots in nursing history, contemporary nursing, education, policy, practice and research
- Explore recommendations for how to mitigate racism in nursing and pave an equitable path forward

OTHER COMMISSION MILESTONES

- **Launch of Commission**
January 25, 2021
- **Workgroup formation**
Education, Practice, Policy, and Research
- **Virtual Feedback Summit**
November 2, 2021
- **Definition of Racism**
November 11, 2021
- **Navigate Nursing Webinar**
November 16, 2021



COMING IN 2022

- Project ECHO on Racism in Nursing education series (Q1 and Q3 2022)
- Virtual Forum on Racism in Nursing (Q4 2022)
- Navigate Nursing webinar (Q4 2022)

TOP TEN WAYS TO BE AN ANTIRACIST IN NURSING

- 

Become story catchers
Be intentional when hearing about other people's experiences. To hear is to learn and understand, which leads to empathy with the person.
- 

Be genuine
Do what you say you will do. Keep your word – if you do not have trust, you cannot be an ally.
- 

Manage me
Resist "amygdala hijacking", where generalizations cause you to act out of previous fear and pain, thus letting emotions take control of your reasoning.
- 

Maximize curiosity. Minimize certainty.
Ask yourself, "Why am I thinking this about this person?", "Where did this originate from?", and "Do I know what I think I know to be true?"
- 

Distribute power
Give voice to, and support with concrete action, those without power. Minimize power plays in promotion, hiring, and patient assignments.
- 

Preserve the dignity of others
See the humanity in others. Are you viewing colleagues as a deficit to your team, rather than an asset and why?
- 

Stop labeling others
See people as people. Eliminate ideas about superiority, inferiority, and where to place people on a hierarchy.
- 

Expose unwritten rules
Examine your systems. Bias cannot be avoided so tweak your systems to overcome it. Pivot to make adjustments based on what is going on in the world.
- 

Support authenticity
Allow each person to be their authentic selves. Accept them with their differences. Don't force people to lose their uniqueness.
- 

Manage perception
Consider how your decision/policy will impact or affect those not part of the decision process. Don't get caught up in your own intent. The receiver only knows impact of what was done.

ANA Racial Reckoning Statement

“Through acts of **omissions**, when ANA failed to act, and **commission**, when ANA’s actions have negatively impacted **nurses of color and ethnic minority nursing associations**, ANA has caused harm and perpetuated the **systemic racism** we see today.”

THE TR
ERF

**TOO MUCH
GUILT.
TOO MUCH
IGNORANCE.
TOO MUCH
DENIAL**



A LARGE
NEGI
WAN
The undersigned wishes to
year, a large
SOUND &



PHASE 1: Audience Reception

July 12 – August 2, 2022



Theresa Holt-Mota • 3rd+

Licensed Practical Nurse at Prairie View Health Care

5d ...

I don't like how it states OUR! I have never felt white privileged! Those of you that feel guilty for what you've done should apologize! Don't bring all of us into this! I've treated ALL my colleagues the same over the years no matter the skin color, we are all equal under God! The bad part is now I'm being disrespected by the younger Nurses of color! I haven't done any wrong!



Karen Rawls, PhD, RN • 2nd

Professional Nurse Educator, Nurse Leadership Mentor, Health Educatio...

6d ...

This takes courage. Let me know if I can assist in this effort



Tonjameka Southern RN, MSN, PMP (She/Her) • 2nd

Nursing Informatics Healthcare IT Leader, Podcaster, CEO Beryllus Cons...

6d ...

While I give ANA kudos for the acknowledgment, there also needs to be change amongst our colleagues to embrace the cultural differences.

Like · 7 | Reply



Elizabeth Harris • 2nd

Chief Cardiology APP at Emory Healthcare

3d ...

Thank you the ANA leadership for this work. We all should understand that this is the FIRST step. And a positive step it is.



Candace Talley • 3rd+

Registered Nurse at A hospital in East Tennessee

4d ...

I know this post may be triggering for some, but for those black and brown nurses, racism in healthcare is real. For too many years we have been gaslight into thinking "we" were the problem. The retaliation, passed up on promotions, being ignored, and having our credentials undermined by management and families. It's all too real. I would like to see an action plan by ANA to ameliorate this problem. I'm also concerned that after Dr. Grant tenure is over, status quo will resume.

Like | Reply



Frances Ashe-Goins • 2nd

RN, MPH, FAAN, PhD (hon) Expert consultant in public health, policy, an...

5d ...

.....thank you..so what actions and policies will be instituted?



Nurse KaryAnne @kawxr5 · Jul 17

Replying to @ANANursingWorld

Long overdue but we are glad it is here. Thank you for a well written statement. We stand with you @ANANursingWorld 🤝#iamanurse. #reimagine nursing

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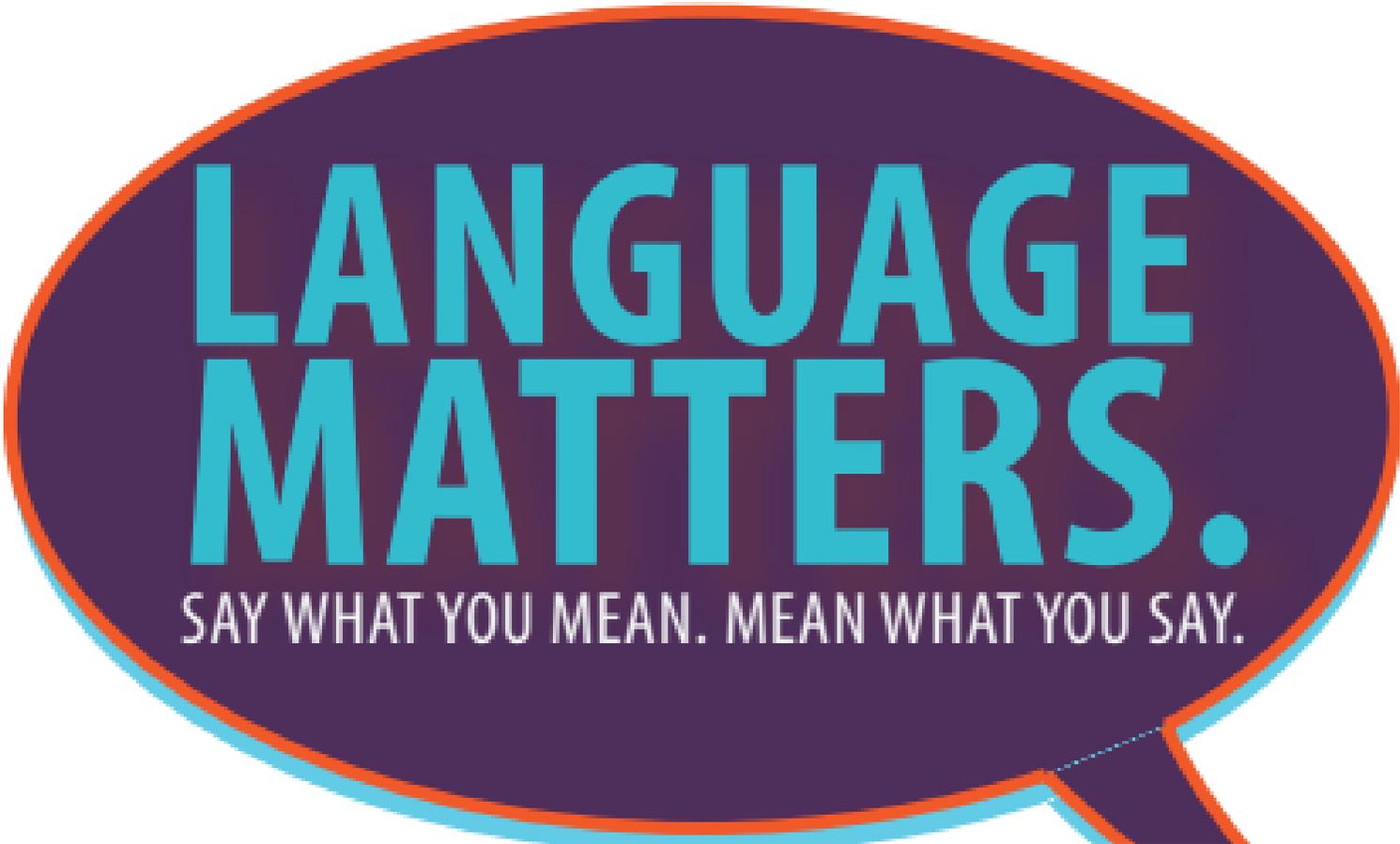
National Black Nurses Association 50th Anniversary – July 28



Racism

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National Commission to Address Racism in Nursing,
2021



**LANGUAGE
MATTERS.**

SAY WHAT YOU MEAN. MEAN WHAT YOU SAY.





Addressing Diversity in Nursing 2023

OTHER RESOURCES

- [National Commission to Address Racism in Nursing](#)
- [Listening Sessions on Racism in Nursing](#)
- [National Racism Survey](#)
- [Commission's Foundational Report](#)
- [Project ECHO on Racism in Nursing](#)
- [Top Ten Ways to be Antiracist in Nursing](#)

TOP TEN WAYS TO BE AN ANTIRACIST IN NURSING



1 Become story catchers

Be intentional when hearing about other people's experiences. To hear is to learn and understand, which leads to empathy with the person.



2 Be genuine

Do what you say you will do. Keep your word - if you do not have trust, you cannot be an ally.



3 Manage me

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4 Maximize curiosity. Minimize certainty.

Ask yourself, "Why am I thinking this about this person?", "Where did this originate from?", and "Do I know what I think I know to be true?"



5 Distribute power

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6 Preserve the dignity of others

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7 Stop labeling others

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8 Expose unwritten rules

Examine your systems. Bias cannot be avoided so tweak your systems to overcome it. Pivot to make adjustments based on what is going on in the world.



9 Support authenticity

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**THANK
YOU**