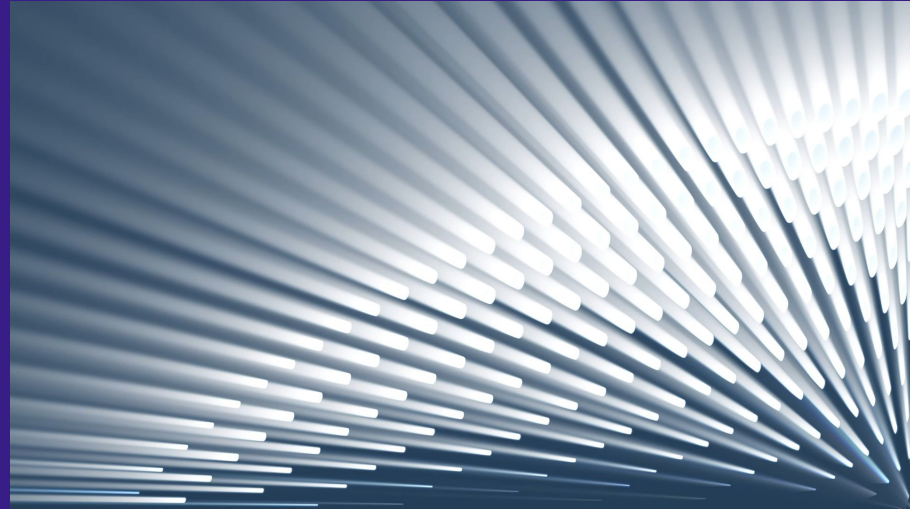


Truth, Reckoning and Transformation in Nursing

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Objectives



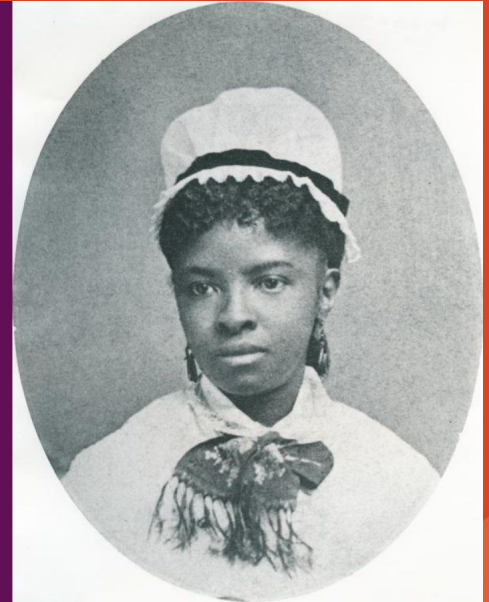
- 1) understand the psychological safety impact of respectful and equitable practice
- 2) analyze the role and impact of structural and systemic racisms that create and maintain health inequality
- 3) advance an antiracist practice climate in nursing that fosters inclusion excellence and strengthens organization's strategies to address social determinants of health



◆ Smithsonian

Mary Eliza Mahoney was one of the first African Americans to join the American Nursing Association (ANA) and supported the creation of the National Association of Colored Graduate Nurses (NACGN) as an alternative to the ANA, since many state and local chapters excluded African Americans.

Courtesy of Schomburg Center for Research in Black Culture



Hine's story is one of "seemingly endless confrontation" as Black nurses sought access to the education, the resources, and the recognition they and their community of patients deserved.¹⁶ They found power and some successes within their segregated orbits of Black hospitals and training schools and, Hine argues, experienced a stronger sense of responsibility to the Black communities that supported them than did their white colleagues. Black nurses found a little more freedom from the structures of segregation in the northern part of the United States than they did in the Jim Crow South. But even in parts of the more progressive North, the prerogatives of whiteness took precedence over even stellar class, education, and work experiences. As D'Antonio notes, a 1931 survey of Black nurses' career opportunities in New York City, one of the more progressive of all Northern cities vis-a-vis race, revealed those opportunities to be "confined to members of their own race because of race prejudices." A venerable institution such as the Henry Street Visiting Nurse Association might pay a Black nurse the same salary as a white one, but it could only assign her to Black families; the idea of a Black woman giving orders to a white mother breached entrenched racial norms. Not surprisingly, many talented Black nurses left nursing for other opportunities.¹⁷

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

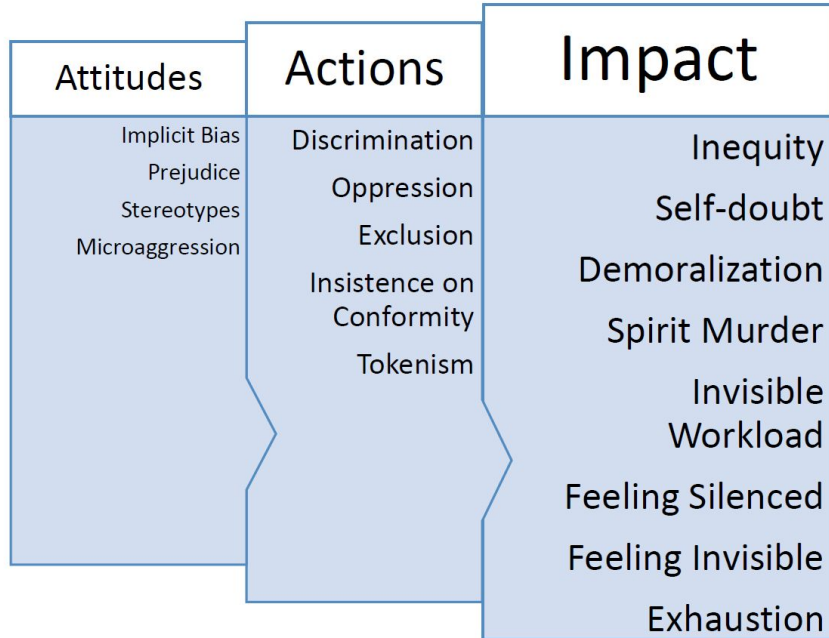


Racism: Assaults on the human spirit in the form of actions, biases, prejudices, and an ideology of superiority based on race that persistently cause moral suffering and physical harm of individuals and perpetuate systemic injustices and inequities.

(National Commission to Address Racism in Nursing, 2021)

LISTENING SESSIONS

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



“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.”



National Commission to Address
Racism in Nursing

Over 7 in 10 of Black nurses say that
THERE'S A LOT OF RACISM
compared to 3 in 10 white nurses.

According to a nationwide survey of 5,623 nurses by the National Commission to Address Racism, October 7-31, 2021



National Commission to Address
Racism in Nursing

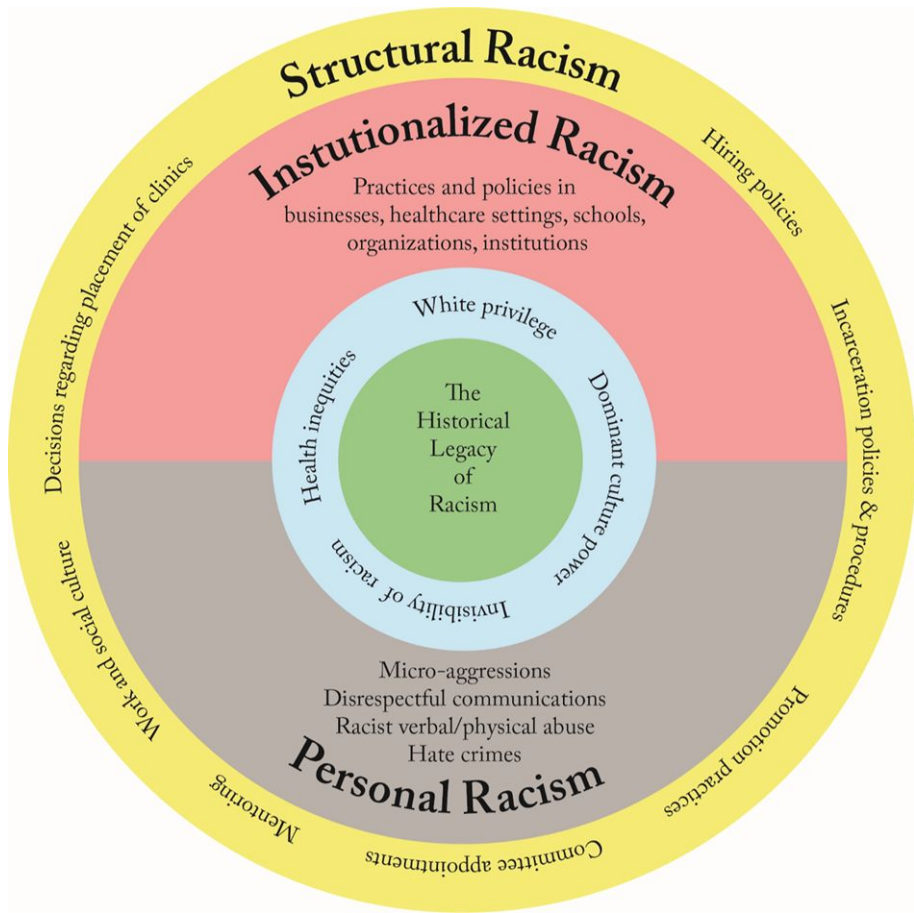
Report Series

Racism in Nursing



Key Concepts included in The Respectful & Equitable Practice Section

- One cannot take about respect without dignity. The backbone of dignity is mattering
- Mattering - two complementary psychological experiences: feeling valued and adding value.
- Cultural Humility – commitment to lifelong learning
- Civilized Oppression – powerlessness and submission
- Inequality and injustice
- Equity falls within a continuous range of ethical issues or dilemmas that nurses face on a daily basis.
- Equality, Equity and Justice - equality is about sameness. Equity on the other hand, requires meeting people where they are for a desired outcome that could put everyone on the same plane – fairness
- Diversity, Equity and Inclusion
- Our WHY - We must take inventory of our collective why and purpose to clarify what we must do to change the system by dismantling structures and confronting cultural evils.



	Increase diversity in nursing leadership	Build a diverse nursing workforce	Provide psychological safety to attract/retain a diverse workforce	Establish a nursing diversity dashboard
Action steps/ Steps toward implementation	<ul style="list-style-type: none"> Review the leadership team. Direct all current and upcoming vacancies to be diverse hires (in accordance with labor laws and human resources (HR) guidelines). Note that “diverse hires” should be defined beyond race/ethnicity. Monitor the speed and trends at which underrepresented groups are hired and move up the corporate ladder. Review turnover data for staff who are Black, Indigenous and People of Color (BIPOC) and other underrepresented groups. Define diversity broadly. Specific groups mentioned in the Think Tank, in addition to BIPOC, include gender (which, like race, is specifically not diverse in nursing) LGBTQ, differently abled professionals and those with substance use disorders. 	<ul style="list-style-type: none"> Nursing schools recruit and support diverse students that reflect the populations they will serve. Include the following in defining diversity: Gender, LGBTQ, BIPOC, ethnicity, ableism, psychiatric/mental health/substance use. Embrace LPNs and ADNs as a strategy to diversify workforce. They must be treated and respected similar to RNs. Support and respect their desire to pursue advanced degrees. Institute diversity awards and publicize demographics of awardees for awards granted with award program. 	<ul style="list-style-type: none"> In orientation sessions, include commitment to diversity and zero tolerance for assaults on another’s self-esteem. Add a DEI category to performance appraisals for annual goals for performance ranking tied to compensation. 	<ul style="list-style-type: none"> Overall, nursing, nursing leadership, C-suite with yearly improvement: New hires, turnover (90 days, 6 months, 1 year), and RN satisfaction. Be transparent with data. Develop meaningful DEI dashboards for staff and community audiences. Webpage visibility of workforce demographics and activities should be no more than one click away.

Elements of Privilege and Oppression

Privileged Group	Oppressed Group
Privilege is invisible to people with privilege.	People are invisible and dehumanized.
Defines what is normal.	Defined as different, "other."
Seen as individuals.	Stereotyping replaces individual experience, individual made to represent entire group.
Privilege bestowed unconsciously and automatically.	Blamed for their condition.
Power and access to institutional and economic resources.	Limited access to power and all other resources.
Violence used to maintain power and privilege.	Subjected to violence and threats of violence to maintain oppression.

Our Racial Reckoning Statement

On June 11, 2022, the ANA Membership Assembly, the governing and official voting body of ANA, took historic action to begin a journey of racial reckoning by unanimously voting 'yes' to adopt the ANA Racial Reckoning Statement.



This statement is a meaningful first step for the association to acknowledge its own past actions that have negatively impacted nurses of color and perpetuated systemic racism.





In the end, it is ANA's actions that will truly reflect the sincerity of this *apology* as the underpinning for ***forgiveness***.

For it is ***forgiveness*** that ANA seeks.

Forgiveness from nurses of color, the nursing profession, and the communities who have been harmed by our actions.

For healing to occur, two actions are necessary: ***one of genuine reconciliation and acknowledgement and one of forgiveness***.

ANA desires that this statement reflects an **initial** step toward the first action and hope that it is a step toward the second, ***forgiveness***.

ANA seeks to contribute to the healing of the profession.



Thank You!

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Storyteller|National Speaker|Leadership, DEI, Well...

