

Implementing a Safe Space for African American Employees to Develop Individualized Racism Recovery Plans

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BACKGROUND

- Racial discrimination is prevalent among African Americans ¹
- Racial stressors may include unfair treatment by law enforcement, racism in the workplace, and healthcare discrimination ⁴
- Discrimination is an ongoing psychosocial stressor that causes increased wear and tears on the mind and body ¹²
- Racial discrimination may be an essential predictor of psychologic dysregulation ²
- Racism and discrimination can occur in any area of life as African Americans often remain silent and internalize the damage ⁵

PURPOSE

- Implement a safe space within the organization for African Americans to share experiences and discuss ways to manage racial stressors using a Racial Trauma Tool Kit.
- Develop individual racism recovery plans
- Implement self-care practices
- Provide tips for coping and managing stressors

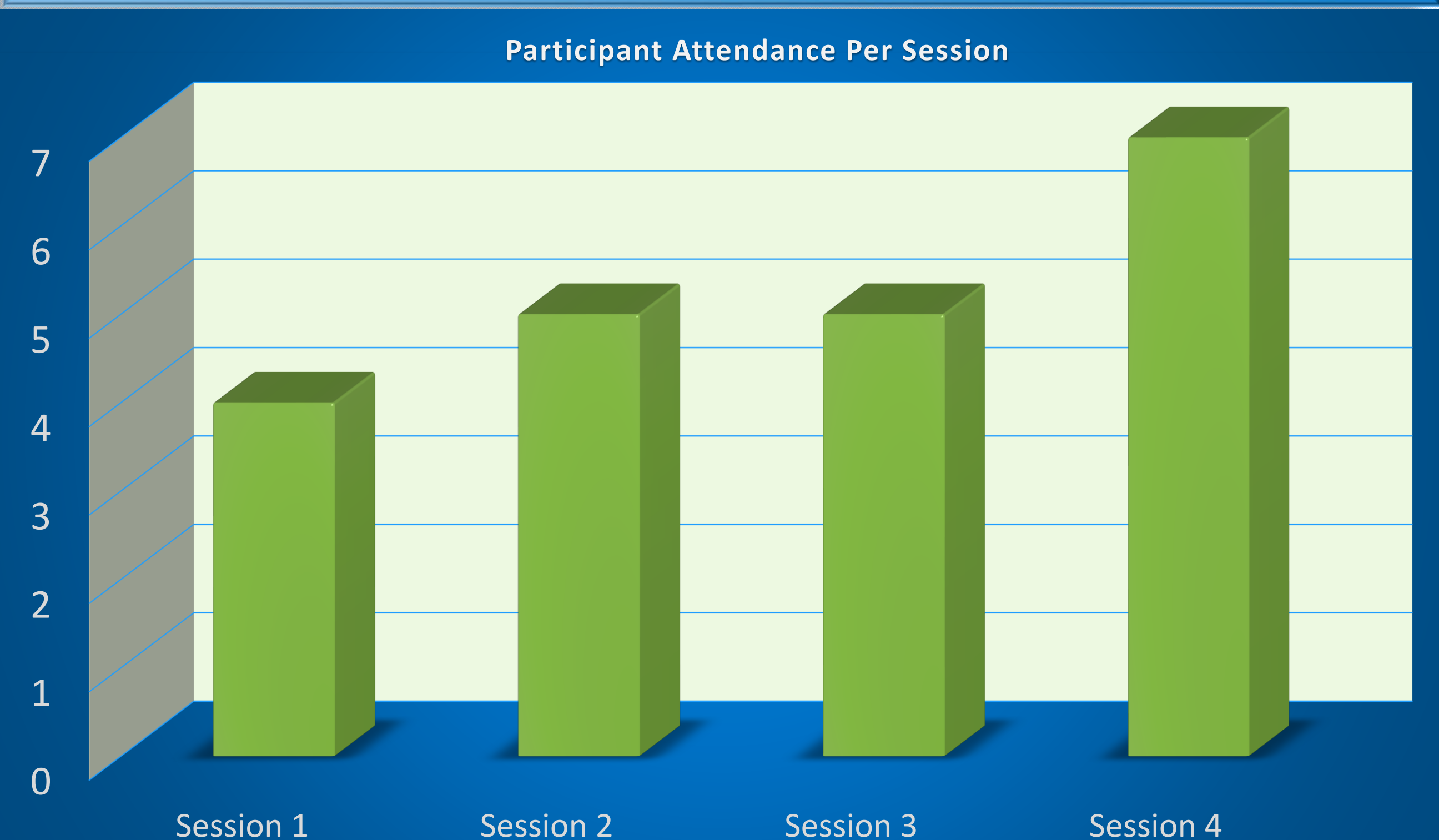
METHOD

Design: Research Study
Setting: Virtual
Subject: African American volunteers at Cone Health
Frequency: 4 (1-hour) virtual sessions over 2 weeks.
Tools: Racial Trauma Toolkit, Brief PEDQ-CV, and post-surveys
Sample: 4-7 volunteers from the Black and African American Health Networking Group
Outcomes: Attending all four sessions for Racism Recovery plan completion.

RESULTS

- All participants (100%; N=4) in session 1 felt safe enough to discuss their experiences.
- Half of the participants (50%; N=2) in session 1 stated that the racial trauma toolkit was helpful in creating their recovery plans
- Eighty percent of the participants (N=4) in session 2 stated that the session was very helpful for discussing race-related experiences.
- One hundred percent of the participants (N=5) in session 2 felt safe enough to discuss their experiences within the space.
- Eighty percent of the participants (N=4) in session 3 felt the racial trauma toolkit was helpful with creating their RRP.
- Eighty percent of the participants (N=4) in session 3 felt the session was very helpful for discussing race-related experiences
- Seventy-one percent (N=5) in session 4 stated they would utilize the RRP in the future
- Eighty-six percent (N=6) of participants in session 4 felt safe enough to discuss their experiences within the space.

TABLE 1. PARTICIPANT ATTENDANCE



CONCLUSION

- African American employees gathered in a virtual, safe space, discussed racial issues with coworkers and a facilitator, and developed racism recovery plans.
- They engaged in critical conversations, learned advice and tips for coping, and understood the importance of seeking treatment for racially-induced mental health stressors.
- The racism recovery healing program is an effective strategy used to enhance any workplace that employs African Americans.
- The result of this project demonstrates how much this is needed to decrease stressors that Black workers in health care organizations experience due to racism.
- A racial trauma healing program will allow Black employees to receive the help they need as it could be offered daily.

LIMITATIONS

- Restricted timing of the sessions.
- Inability to establish trust from the participants when there is little time to gain it.
- Small sample of participants.
- Many employees at Cone Health work 12-hour shifts with alternating schedules.

REFERENCES



Acknowledgments:
 Dr. Shielda Rodgers (Chair)
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NEXT STEPS

Use findings to create a diversity consulting service that offers Racial Trauma Recovery sessions, Microaggressions & Implicit Bias training, Allyship & Anti-racism education, and Organizational Culture Assessment.

