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AMERICAN NURSES ASSOCIATION

Advancement and Advocacy of Nurses'
Wellbeing Ethics & DEI In A Dynamic Work
Environment

ISC Nursing Symposium
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We have
evidence that
bias exists

Years of
mistreatment
against
patients

And it's not
much better for
nurses

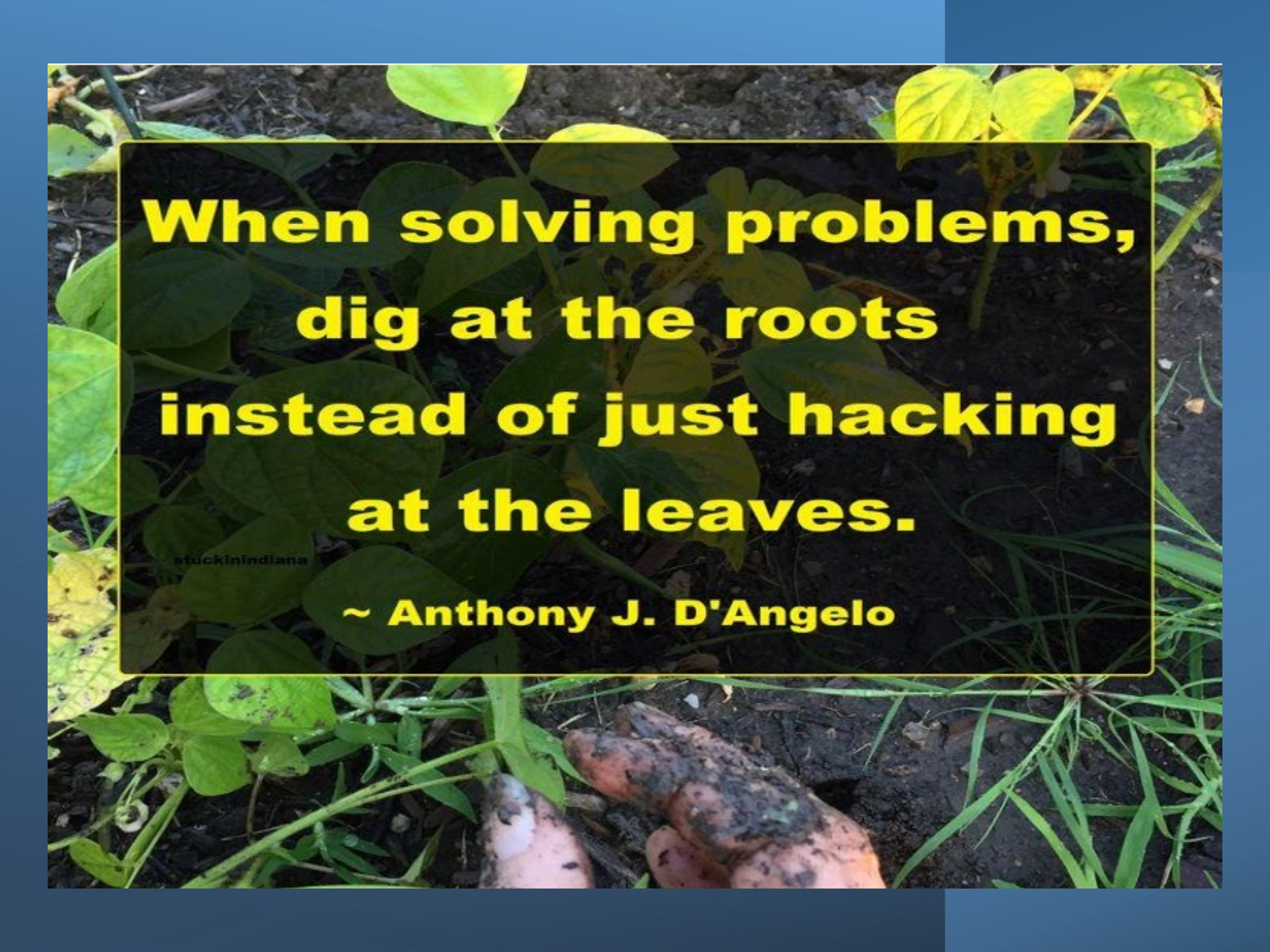
DIVERSITY, EQUITY, INCLUSION

Stories of nurses' personal experiences with racism in their careers

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

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

“Nursing has not been safe or particularly uplifting.”

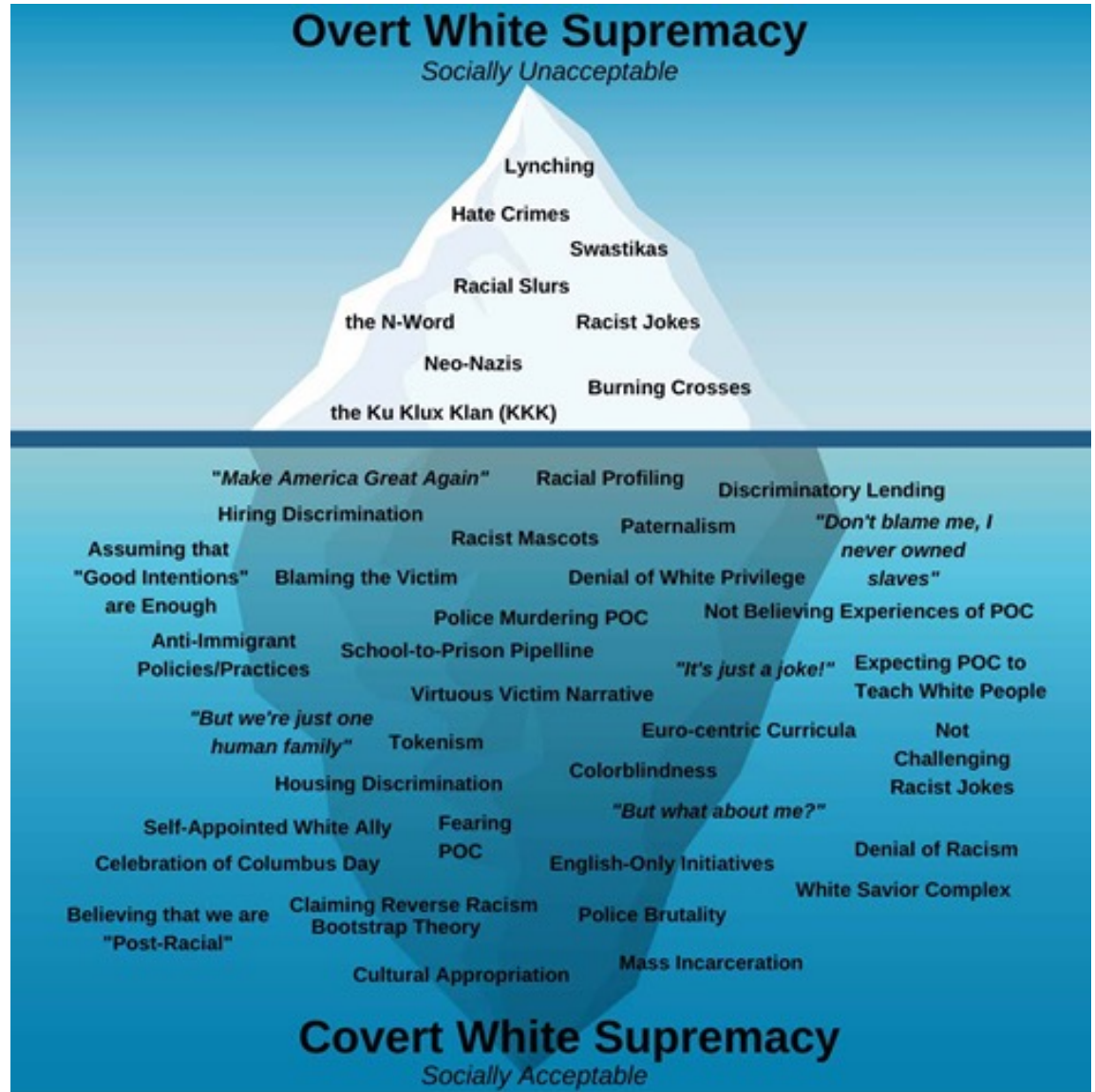


**When solving problems,
dig at the roots
instead of just hacking
at the leaves.**

stuckinindiana

~ Anthony J. D'Angelo

OVERT RACISM VS COVERT RACISM



https://cssp.org/wp-content/uploads/2019/11/Deepening-Commitment-and-Action-to-Race-Equity_Gallion-Pendleton-and-Weber_Monday_1PM_Gallery.pdf

Accessed 3.18.2024

RACELIGHTING

ANTECEDENTS

WHITE SUPREMACY
WHITE NATIONALISM
WHITE FRAGILITY
ANTI-BLACKNESS
ANTI-INDIGENEITY
CAPITALISTIC INTERESTS
SYSTEMIC OPPRESSION

EXPLICIT BIAS

IMPLICIT BIAS

MICROAGGRESSIONS
(Pierce, 1970; Sue et al., 2007)

MICROASSAULTS

MICROINSULTS

MICROINVALIDATIONS

RACELIGHTING

INTERPERSONAL LEVEL

RACIAL BATTLE FATIGUE
(Smith, 2004)

STEREOTYPE THREAT
(Steele, 1997; Steele & Aronson, 1995)

IMPOSTER SYNDROME
(Clance & Imes, 1978)

THE CALL TO ACTION

Ask yourself some important questions:

- Have I partaken in incivility?
- Have I watched or heard incivility and did nothing?
- Do I want change?
- How can I make that change?

