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### Nursing: Part of the Problem or Solution?

- How the conversation started with ONL and NERBNA
- Racism did not start with George Floyd and COVID

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### Healthcare Disparities

- ❑ A health care disparity typically refers to differences between groups in health insurance coverage, access to and use of care, and quality of care.
- ❑ Health disparities is defined as, preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by socially disadvantaged populations

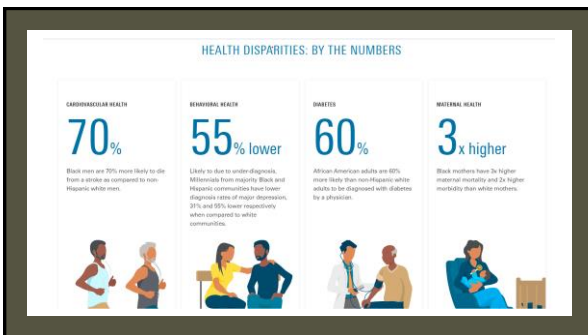
**Health Disparities Causes**

- Long-standing inequities in public funding;
- Access to health care
- Systemic racism
- Discrimination
- Higher prevalence of disease (COVID-19)

Race/Ethnicity (U.S. Census Bureau 2020)	U.S. Population Percent
American Indian and Alaska Native	1.30%
Asian	5.90%
Black or African American	13.40%
Hispanic or Latinx	18.50%
Native Hawaiian and Other Pacific Islander	0.20%
White	60.10%
Two or More Races, percent	2.80%

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### Looking toward the future

- Nursing as part of the solution
  - strategic sustainability
  - ongoing conversation
- Diversity, Equity & Inclusion Task Force
  - Composition
  - Toolkit for Nurse Leaders
- April 20th, 2021 Minneapolis Police Officer verdict
  - Joint statement from ONL and NERBNA
  - Accountability of self and others

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**Looking toward the future**

- Toolkit Structure**
  - Definition & Illustration
  - Modified nursing process: Assessment, Discovery, Planning, Implementation, Sustainability
- Toolkit Content**
  - Intro/How to Use/Facilitating discussions
  - Racism
  - Racism/Implicit Bias
  - Racism/Trauma Informed Care
  - Racism/Intersectionality
  - Racism/Equity vs Equality
  - Racism/Inclusivity
  - References
  - Appendix

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**Lessons learned**

**Not everything that is faced can be changed, but nothing can be changed until it is faced.**

James Baldwin

- Professional Growth**
  - Discussion with staff
  - Having difficult conversations
  - Support
  - Research
  - Evolution
- Personal Growth**
  - Being comfortable with being uncomfortable
  - Self Care
  - Evolution

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**Lessons learned**

- Collaboration**
  - Safe Space
  - Challenge
  - Evolution
- Next Steps**
  - Continuing the conversation
  - Pledge commitment
  - Work with other healthcare disciplines
  - Evolution

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**Nurses Taking a Stand**

**Diversity/Equity/Inclusivity**

**Fixed to Growth Mindset**

**FIXED - COMFORT**

- "I DON'T KNOW WHERE TO START OR WHAT TO SAY"
- "I DON'T WANT TO GET IT WRONG OR GET CALLED OUT"
- "IT WON'T MAKE A DIFFERENCE WHAT I DO, NOTHING IS GOING TO CHANGE"
- "I DON'T GET INVOLVED IN POLITICS, I DON'T HAVE TIME"

**GROWTH - COURAGE**

- "FIRST I WILL LISTEN/ READ/ WATCH, I WILL SPEAK AGAINST INJUSTICE"
- "I WILL MAKE MISTAKES, NO DOUBT ABOUT IT, I WILL BE GRATEFUL FOR THE LESSON"
- "THINGS HAPPEN WHEN I TAKE RISKS AND BECOME PART OF SOMETHING BIGGER"
- "THIS IS A HUMAN RIGHTS ISSUE, THIS MATTERS, I WILL MAKE TIME"

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**Pledge Impact and Reach**

- More than 1,000 nurses and nursing students have taken the pledge
- Nurses from 48 states, plus D.C.
- Pinning ceremony

*"Well done and long overdue... nursing needs to lead on this important topic."*

*"This is one of the most important things we can do—standing united in our commitment and efforts to combat all forms of systemic racism and promote a world where justice, equity, diversity, and inclusion prevail."*

*"Thank you for addressing racial inequality in our profession. I am proud that nurses are taking a proactive step in saying enough is enough and we will be a part of the solution!"*

<https://bit.ly/3u0a0JC>

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**Partnering to eliminate bias and racism**

**1k NURSES IN 48 STATES**

**HISPANIC HERITAGE MONTH**

**ONL and NERBNA are Celebrating Black History Month**

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