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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

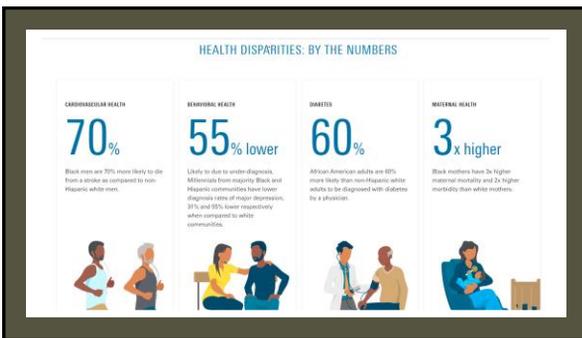
Health Disparities Causes

- 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

ONL
Organization of Nurse Leaders
Advancing a culture of health.

NERBNA
National Endorsed Registered Nurse Board of Nurse Leaders

- **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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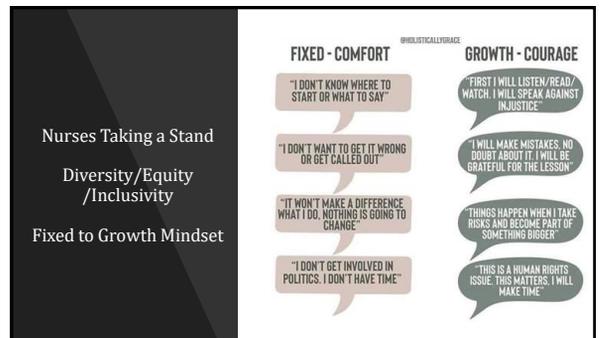


Lessons learned

- **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

NERBNA and ONL are Celebrating Black History Month

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