

# Allyship in Nursing

## What is Allyship?

“... an ethical duty through intentional interventions, advocacy and support to eliminate harmful acts, words and deeds and creating space to amplify voices that are not traditionally heard, recognized or welcomed.”

\* Approved by the Commission to Address Racism in Nursing, October 2022.

Allyship is a never-ending commitment. Assess where you are today and work to progress through the continuum. Repeat.

## “Leader” Zone

- I yield positions of power to nurses that have been marginalized.
- I am aware of my own biases and actively seek out different perspectives to inform my decision-making.
- I speak up consistently when I see racism occur and I support others to speak up.
- I am learning from my mistakes in allyship to motivate me to be better.
- I develop and promote anti-racist policies and build anti-racist leaders.

## “Avoid” Zone

- I am uncomfortable directly addressing racism.
- I do not think racism is a problem in nursing.
- I am afraid to say anything because I may say the wrong things.
- I stay neutral, so I am not viewed as divisive.
- I hire for diversity, but upon hire — insist on culture conformity.

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## “Growth” Zone

- I understand my own privilege in ignoring racism.
- I ask hard questions and seek out those that make me uncomfortable.
- I identify how I may unknowingly benefit from racism.
- I educate my peers how racism harms our profession.
- I surround myself with others who think and look differently than me.

## “Care” Zone

- I pay attention to and speak with leadership if workload is distributed unfairly based on race and discrimination.
- When a nurse of color proposes a good idea, I make sure visibility and ownership are acknowledged.
- I engage in my own learning to understand racism.
- I ensure that my biases do not impact the care I provide.
- I use inclusive and non-stigmatizing language.

## “Support” Zone

- I speak up when I see racism in nursing.
- I challenge racist ideologies and stereotypes.
- I speak up when nurses of color are not treated fairly.
- I participate in creating an equitable and inclusive healing environment.
- I speak up when the standard of care is not being met.

