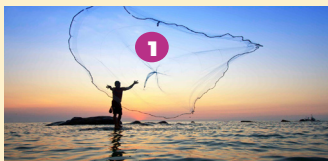


# TOP 10 WAYS TO BE AN ANTIRACIST IN NURSING



## Become Story Catchers

Be intentional when hearing about other people's experiences. To hear is to learn and understand which leads to empathy with the person.



## Be Genuine

Do what you say you will do. Keeping your word. If you do not have trust, then you cannot be an ally. It's hypocrisy.



## Manage Me

Manage the brain's experience. Resist the amygdala hijacking. This is where generalizations cause you to act out of previous fear and pain. Do not let emotions take control of your reasoning over a belief that is not validated.



## Maximize Curiosity Minimize Certainty

This is about assumptions. Reflect on how you think about other people. Admit to yourself what is fact and what is not fact. Ask yourself, "Why am I thinking this about this person?" "Where did this originate from?" (Sometimes it comes from people I trusted, family, church, religion). "Do I know what I think I know to be true?" Validate this.



## Distribute Power

Minimize power play. Give voice or action to that individual with the power imbalance. It shows up in promotion, hiring, patient assignments, what's considered an acceptable research topic/area.



# TOP 10 WAYS TO BE AN ANTIRACIST IN NURSING

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## Preserve Dignity of Others

Don't dehumanize others. You must reflect on what are you doing to dehumanize another colleague. Are you viewing them as a deficit to your team, rather than an asset? Why? Figure out how to rehumanize people, rather than objectifying someone.

7



## Stop Labeling Others

Labeling determines how you treat someone. See people as people, and colleagues as legitimate colleagues (eliminate hierarchy, superiority).

8



## Expose Unwritten Rules

Manage the brain's experience. Resist the amygdala hijacking. This is where generalizations cause you to act out of previous fear and pain. Do not let emotions take control of your reasoning over a belief that is not validated.

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## Support Authenticity

Allow each person to bring their authenticity (you do not need to make them like you). Accept them with their differences. Don't force people to lose their uniqueness.

10



## Manage Perception

Consider how your decision/policy will impact or affect a stakeholder who is not at the deciding table. Deciders get caught up in their own intent. The receiver only knows impact of what you did to me.



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