



Project ECHO[®] RACISM IN NURSING

Health Equity Focus | CNE Available





Who am I?



Why I'm here



<https://theaustincommon.com/black-mamas-atx-an-org-you-should-know/>



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Where we're going today

- + Articulate the need for individuals as well as institutional-level antiracism strategies
- + Propose ways to make the invisible visible




What are some barriers to equity?

Health equity is the state in which everyone has a fair and just opportunity to attain their highest level of health. (CDC)

”...achieved when everyone can attain their full potential for health and well-being.” (WHO)

This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.” (RWJF)



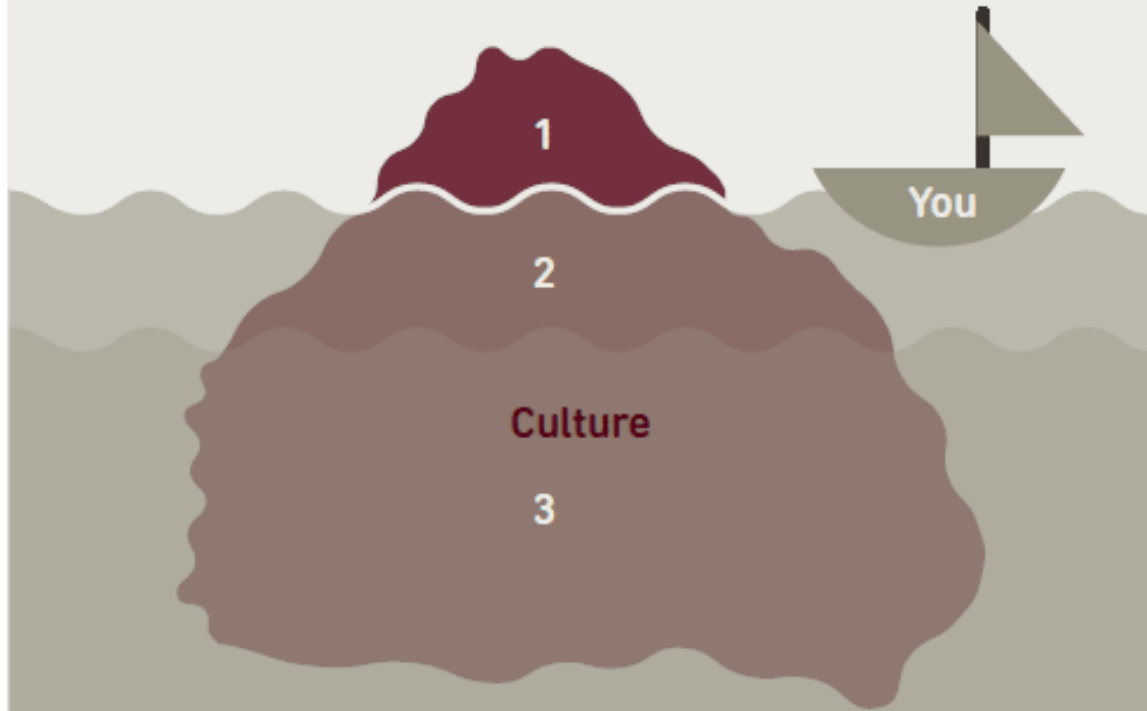


“...I am speaking about all the past deficits and discriminatory practice which have continuously disgraced and limited the full potential, the development, the selfhood, and the self determination of Black folk. I am speaking about today, Here and Now.”

-Lauranne Sams, 1973



Iceberg theory



1 Surface

Observable behaviour of others, things we can see and touch etc.

2 Just below surface

Takes some time to recognise

3 Deep structures

'Normal' unquestioned ways of working in an organisation. It may include sets of behaviours which can be fundamentally gendered and racialised

Overt racism- racist slurs, slogans, jokes, hate crimes, etc.

Structural racism emphasizes the role that structures (laws, policies, institutional practices, and entrenched norms)...provides scaffolding for systems

Systemic racism emphasizes involvement of entire systems (e.g. political, legal, health care, education, etc.)

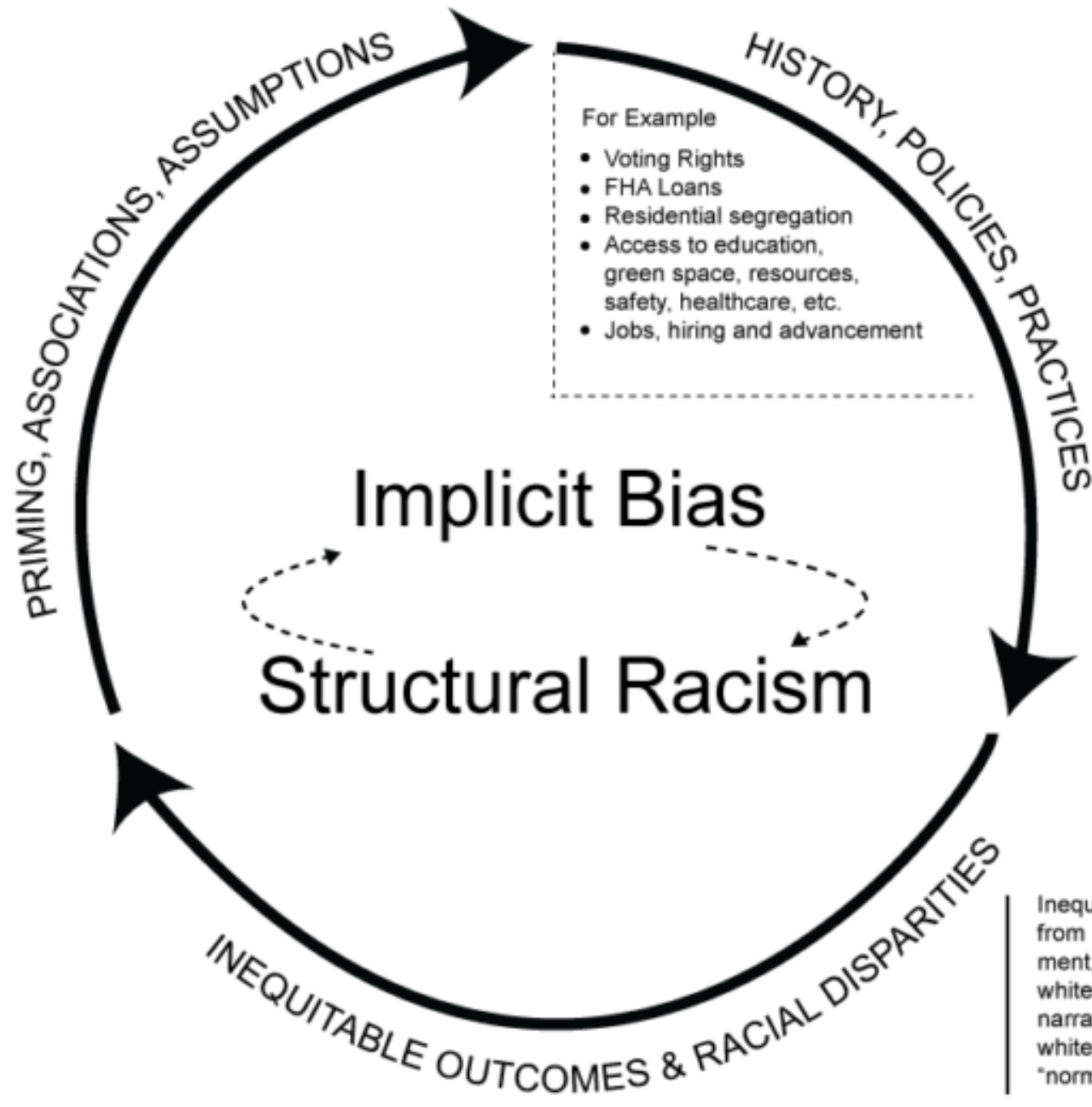


Addressing the root





Dominant narratives about race (family, media, society) coupled with racialized structural arrangements and differential outcomes by race all prime us to believe that people of color are inferior to white people, create and maintain harmful associations, consciously and unconsciously, about people of color



- For Example
- Voting Rights
 - FHA Loans
 - Residential segregation
 - Access to education, green space, resources, safety, healthcare, etc.
 - Jobs, hiring and advancement

Race is created to justify enslaving people from Africa (economical engine of country)

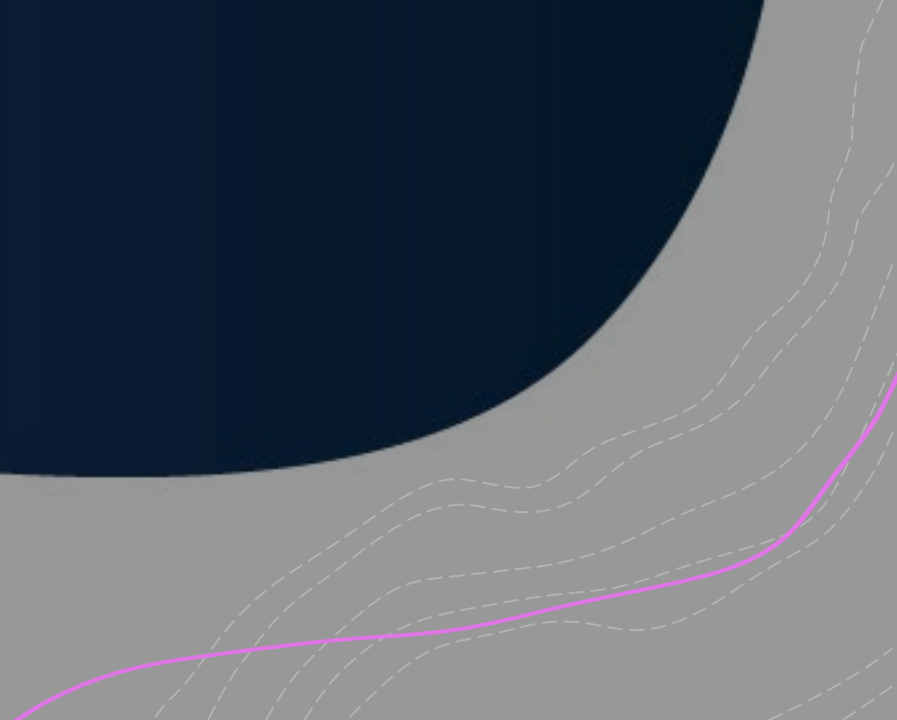
Policies and practices that consolidate and protect power bestow unearned economic, social, cultural, and political advantage to people called "white," and unearned disadvantage to people of color

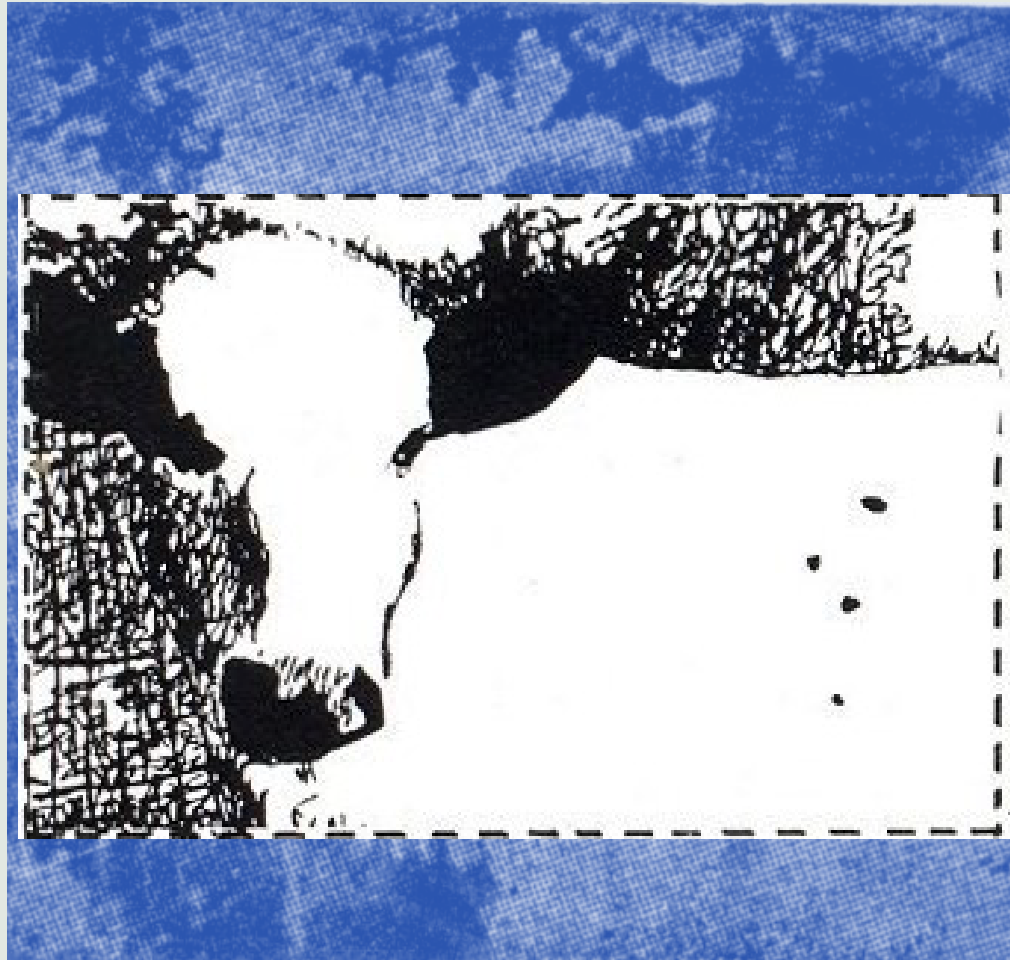
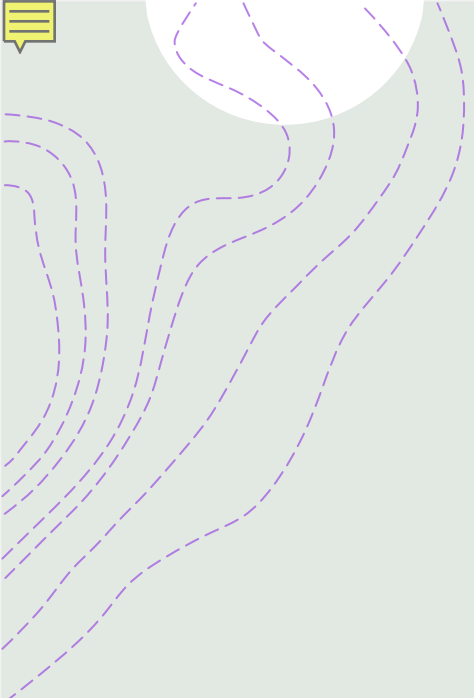
National narrative (ideology, belief system) about people of color being "less than" human (and less than white) justifies mistreatment and inequality (white supremacy)

Inequitable outcomes and experiences resulting from policy decisions in health, housing, employment, education, and life expectancy - reinforces white supremacist beliefs and ideology; dominant narrative uses disparate outcomes as evidence of white superiority, promotes whiteness as "normal" and desirable and justifies inequality



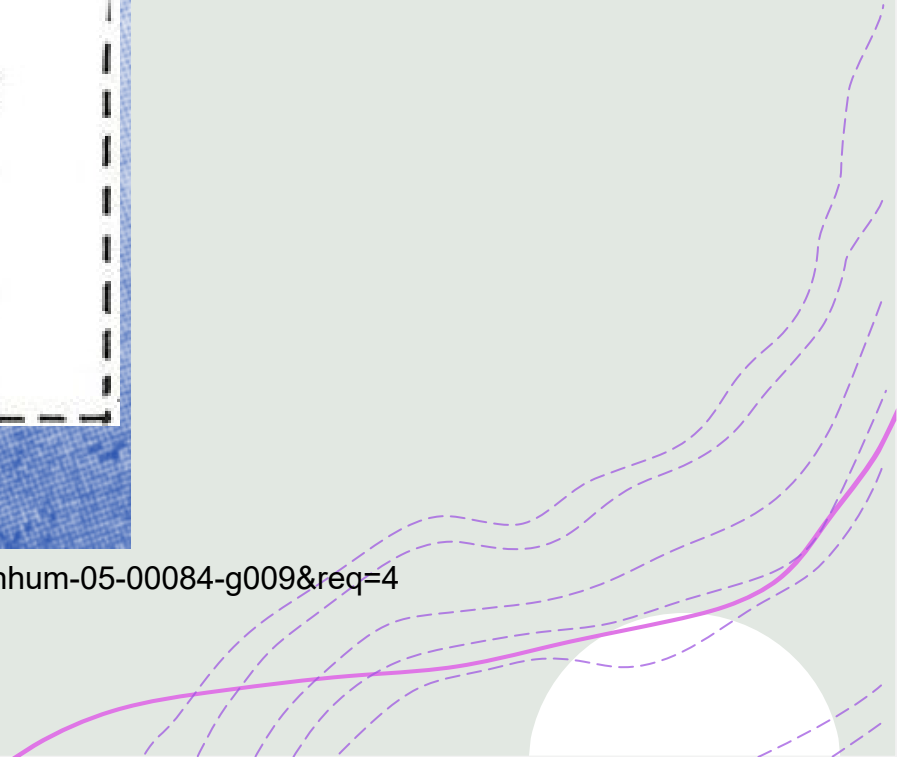
Schemas

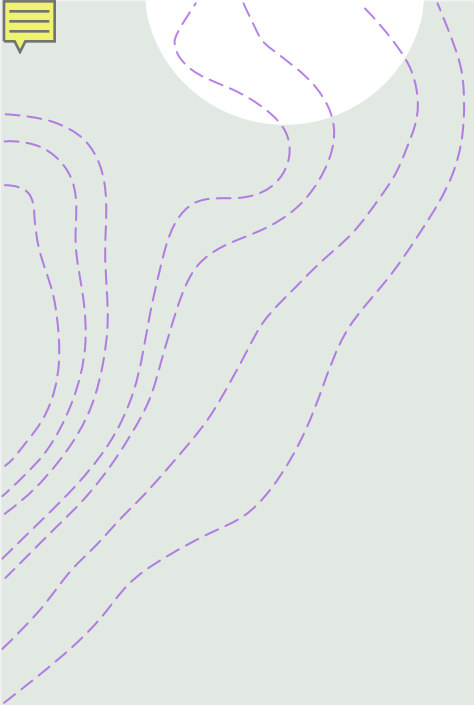




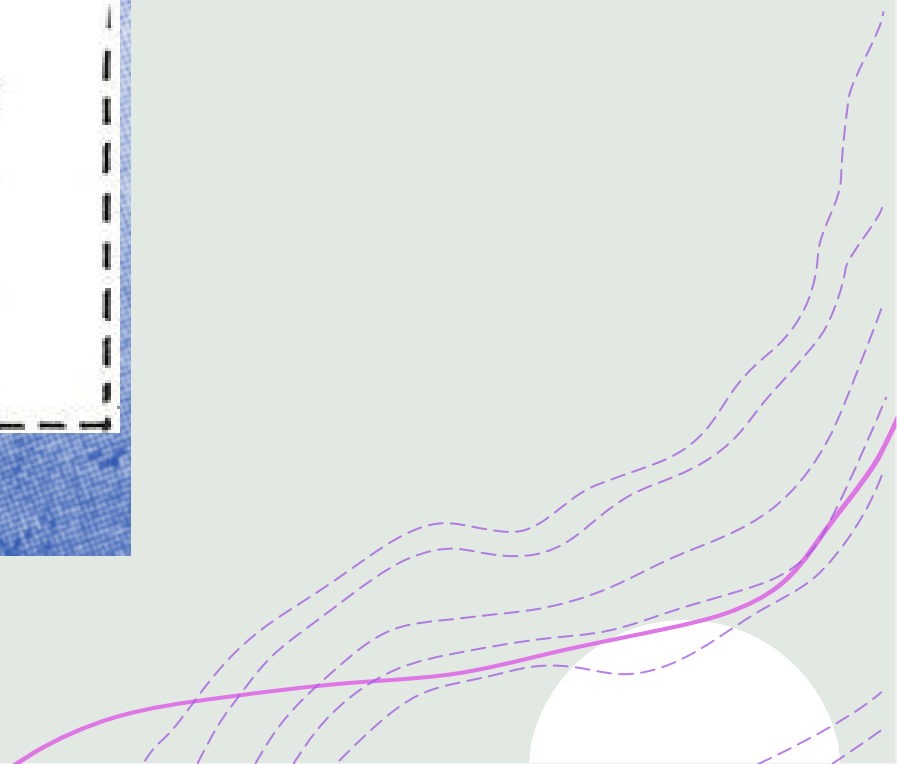
Karl Dallenbach

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Karl Dallenbach



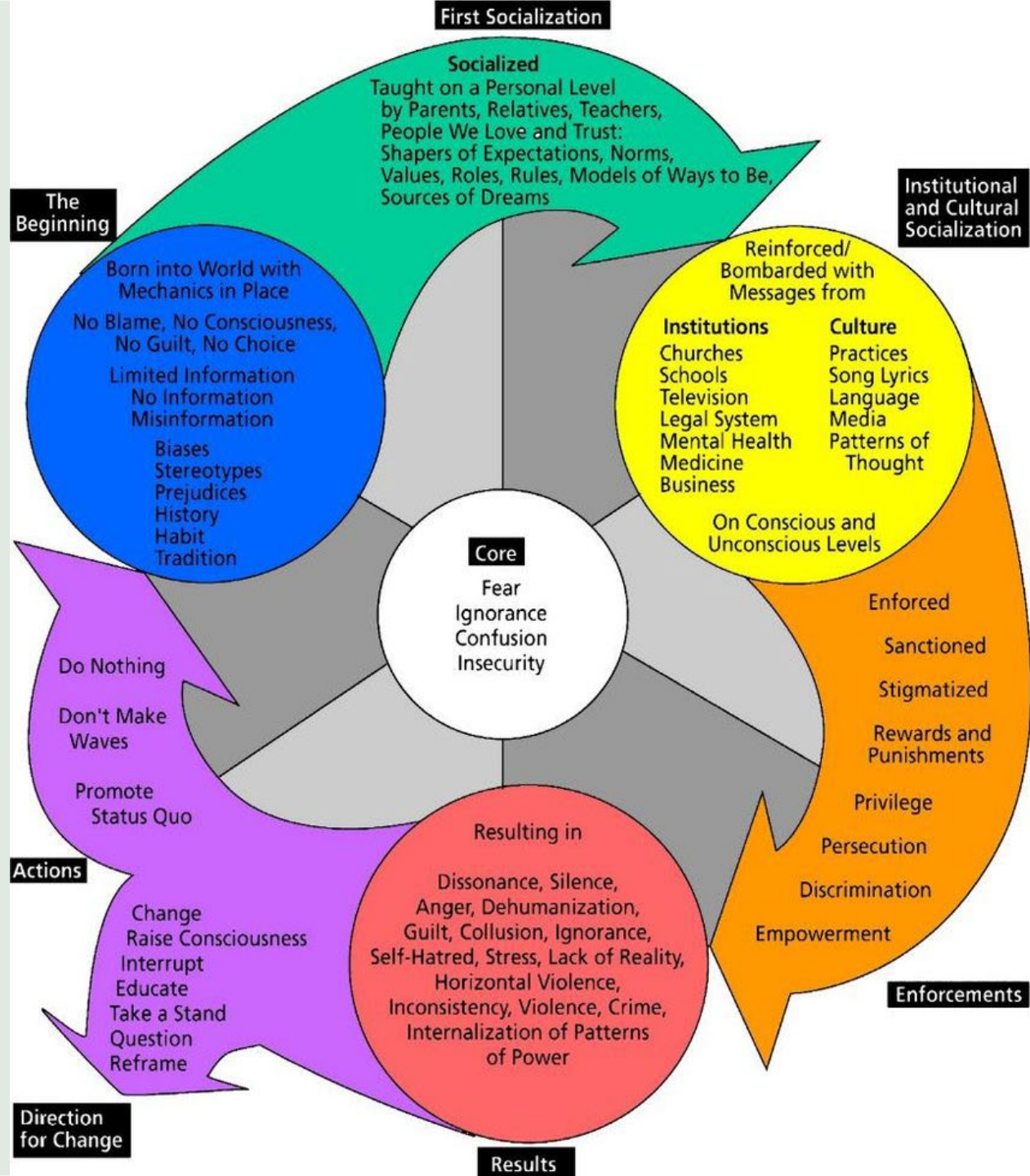
Schemas

- + Taken for granted mental representations generating and legitimating inequality and inequity
- + “...unwritten rule book explaining how to write the rules.” (Ray, 2019, p 31)
- + “Systemic racism is so embedded in systems that it often is assumed to reflect the natural, inevitable order of things.” (Bravemen, et al., 2022)



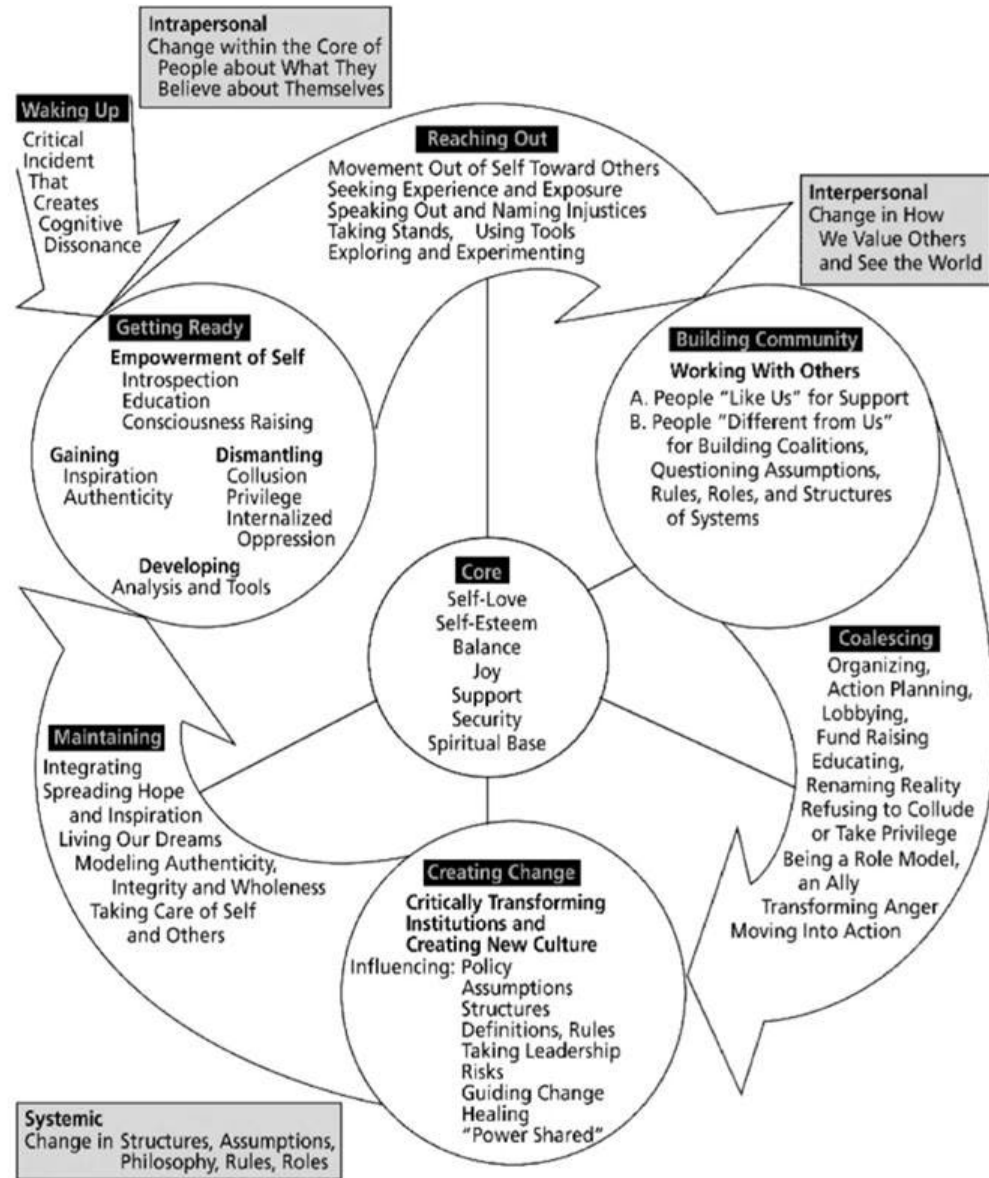


THE LONGER YOU SWIM
IN A CULTURE, THE MORE
INVISIBLE IT BECOMES



Harro's Cycle of Socialization (1997)

Cycle of Liberation



Source: Developed by Bobbie Harro

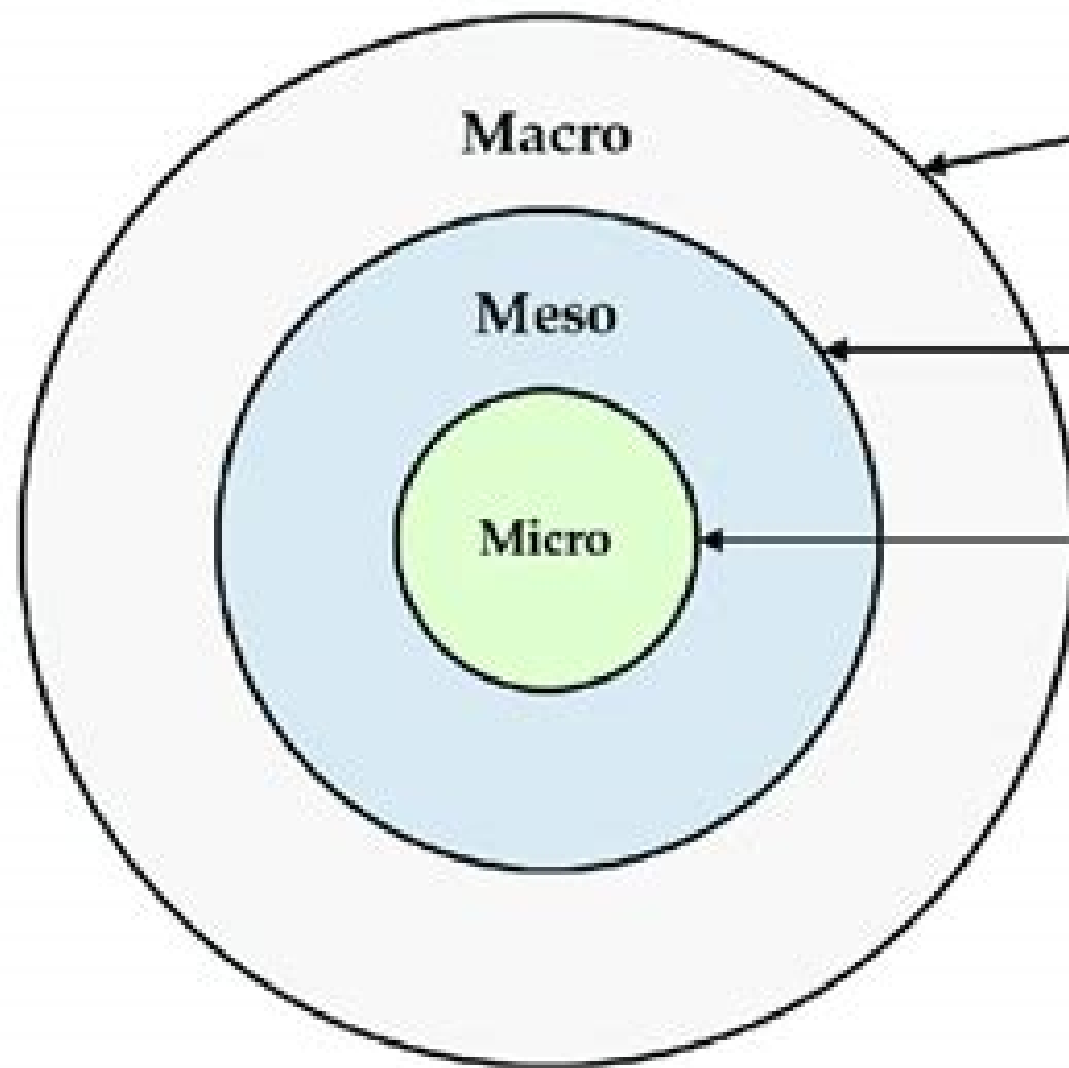


Theory of Racialized Organizations



Four Tenets (Ray, 2019)

1. Racialized organizations enhance or diminish the agency of racial groups
2. Racialized organizations legitimate the unequal distribution of resources
3. Whiteness is a credential
4. The decoupling of formal rules from actual organizational practice is often racialized



Society as a whole, e.g. political, economic, social factors

Parts of the society, e.g. groups, organizations

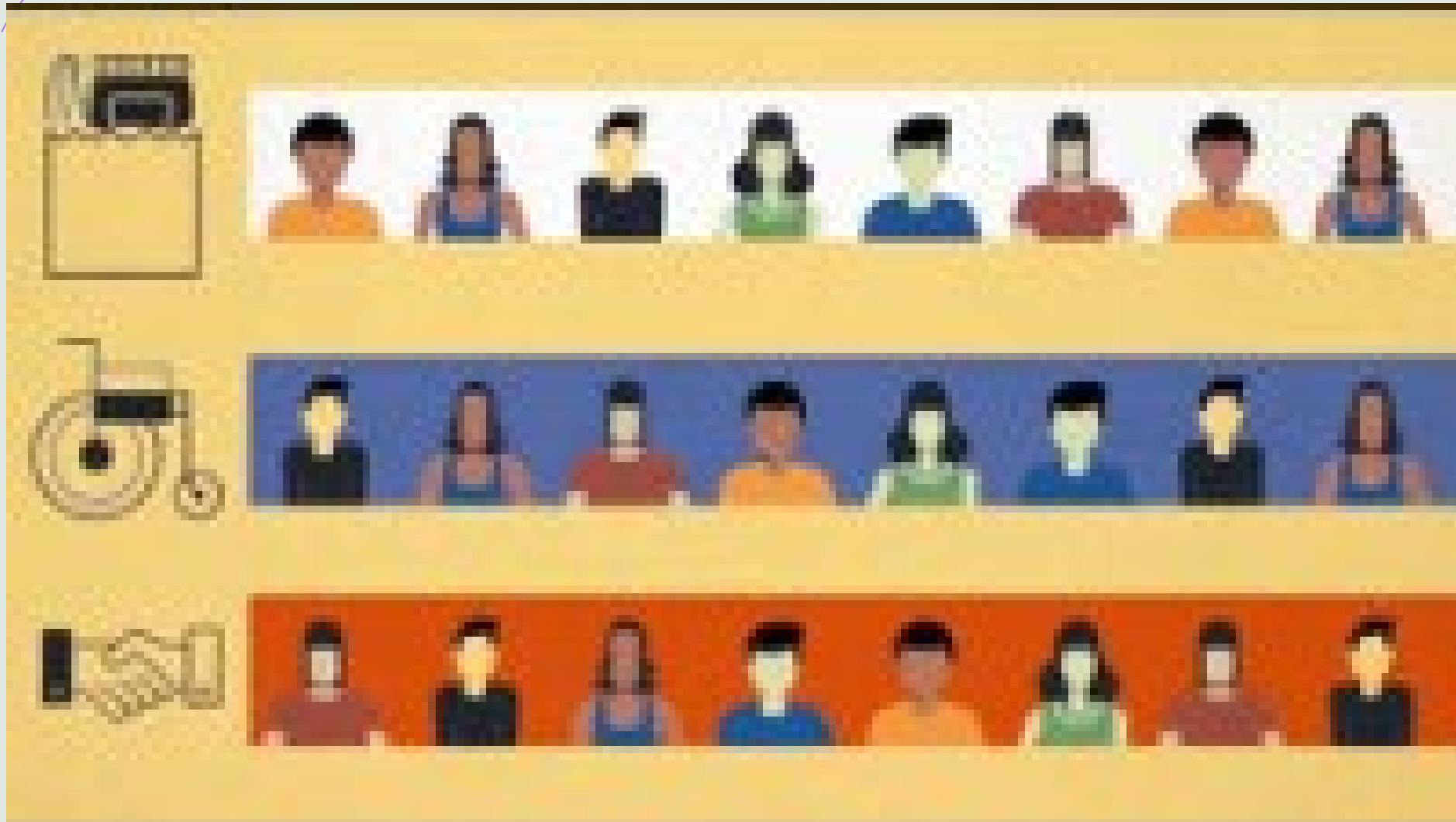
Actions of individuals

https://www.researchgate.net/figure/Overview-macro-meso-and-micro-level_fig2_334664085

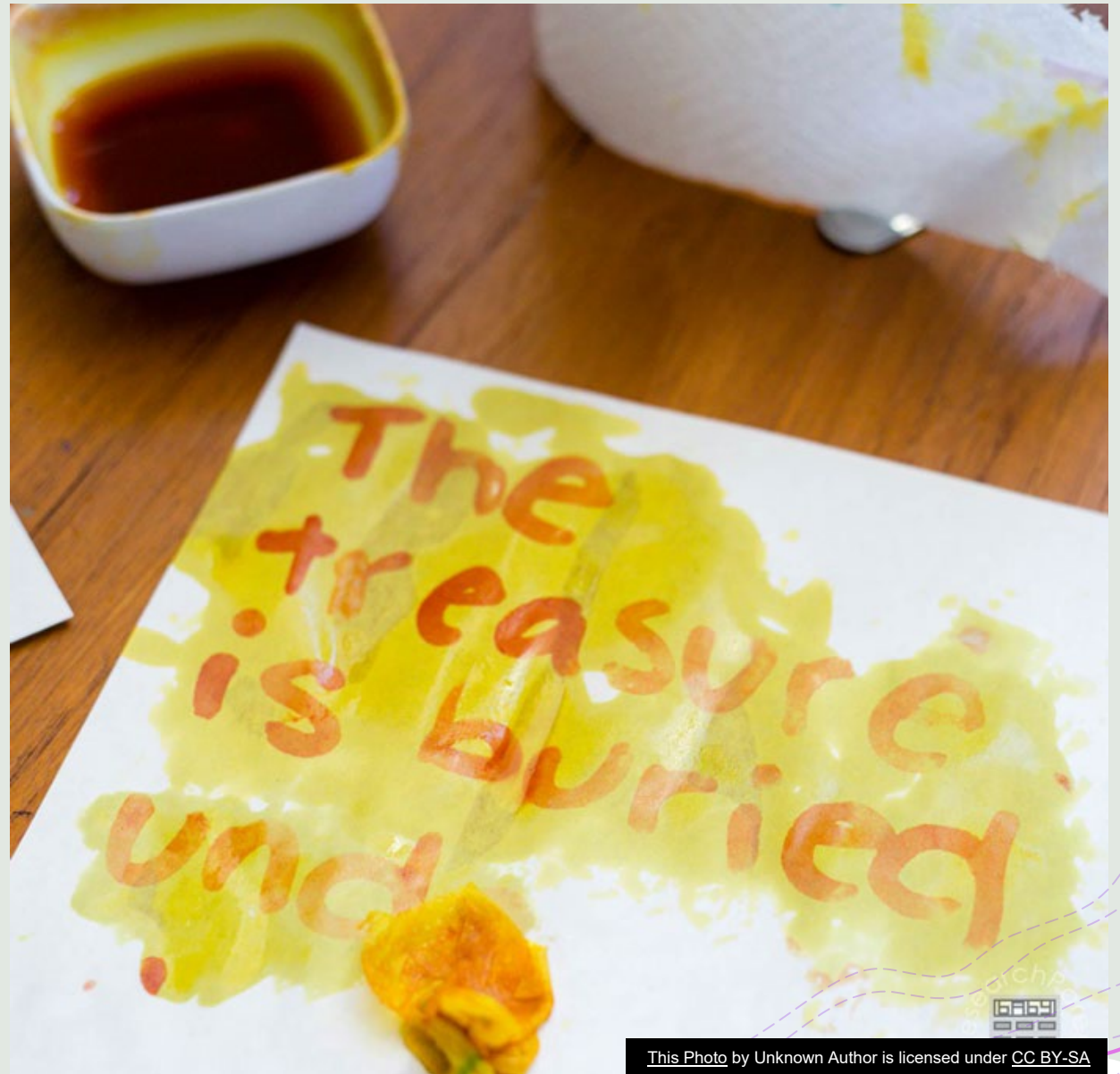


What can we do?

Targeted Universalism



Make the
invisible
visible



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Case Study

Taking a closer look at
“professionalism”





XYZ School of Nursing

- +University policies were insufficient to address the “higher calling” and standards of nursing students
- +Created a nursing school specific policy with the intent to socialize students into the profession (Levels of Review)
- +A few graduating seniors met with the co-chairs of the DEI committee to express concerns about the policy and its disparate impact (~4 years after policy implementation)





	A	B	C	D	E	F	G	H	I	J	K	L	M
1	School of Nursing Enrollment Reports												
2						TOTAL	% of enrollment	# of Level Reviews	% of Level Reviews				
3	Demographic variable	Fall 2017	Fall 2018	Fall 2019	Fall 2020								
4	3 or more	8	11	8	8	35	1.14%	0	0.00%	Questions to Ponder:			
5	American Indian/Alaskan Native	4	6	2	3	15	0.49%	1	1.12%	What numbers stand out to you?			
6	American Indian/White	5	4	5	5	19	0.62%	0	0.00%	What do you think could be happening here?			
7	Asian	144	149	146	127	566	18.37%	21	23.60%	How could you find out for sure?			
8	Asian/Black	3	4	3	5	15	0.49%	0	0.00%	What needs to be done?			
9	Asian/Pacific Islander	8	4	2	1	15	0.49%	1	1.12%	What are some interpersonal level strategies?			
10	Asian/White	9	10	8	14	41	1.33%	2	2.25%	What are some organizational level strategies?			
11	Black	35	38	39	37	149	4.84%	6	6.74%	What are some potential barriers to your interventions and how could they be overcome?			
12	Black/White	4	2	3	5	14	0.45%	0	0.00%				
13	Foreign	1	1	1		3	0.10%	0	0.00%	Have you observed the disparate impacts of a policy? What was done about it?			
14	Hispanic/American Indian	2	5	4	4	15	0.49%	0	0.00%				
15	Hispanic/Asian	3	4	3	2	12	0.39%	0	0.00%				
16	Hispanic/Black	2	1	4	7	14	0.45%	0	0.00%				
17	Hispanic/Pacific Islander			1	1	2	0.06%	0	0.00%				
18	Hispanic/White	103	118	123	110	454	14.74%	0	0.00%				
19	Hispanic	48	33	35	37	153	4.97%	16	17.98%				
20	Native Hawaiian/Pacific Islander	4		1	1	6	0.19%	0	0.00%				
21	White	418	408	383	340	1549	50.28%	35	39.33%				
22	Unknown	0	2	1	1	4	0.13%	7	7.87%				
23	Total	801	800	772	708	3081		89					
24													
25													
26	Male	98	102	94	52	346	11.23%	25	28.09%				
27	Female	703	698	678	656	2735	88.77%	58	65.17%				
28	Unknown						No Data	6					
29	Total	801	800	772	708	3081		89					
30													

What do the data say?



References & Resources

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