



## G. Rumay Alexander, EdD, RN, FAAN

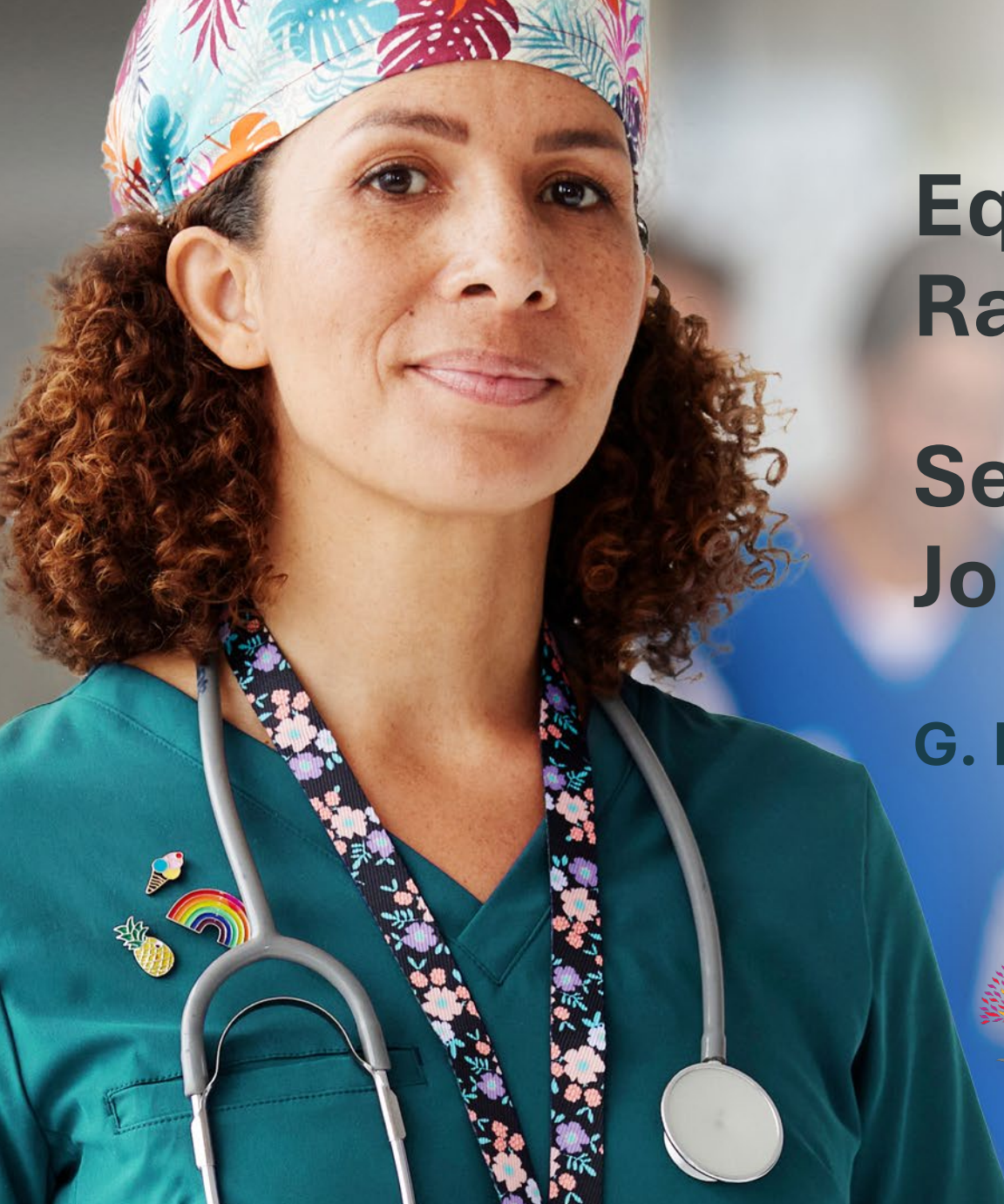
G. Rumay Alexander, EdD, RN, FAAN, is the American Nurses Association Senior Equity Advisor. She also is a professor in the School of Nursing, Assistant Dean of Relational Excellence at the Adams School of Dentistry and formerly the Associate Vice -Chancellor for Diversity and Inclusion/ Chief Diversity Officer of the University of North Carolina at Chapel Hill. At the end of 2019, she completed her presidency of the National League for Nursing, the national voice for nursing education which has over 40,000 nurse educators and 1200 schools of nursing.

In February of 2021, she became the American Nurses Association's Scholar-In-Residence and advises the National Commission to Address Racism in Nursing. She was key in the shaping of ANA's New Nursing Leadership Scope and Standard of Practice released in May 2024. Additionally, Dr. Alexander is a board member of The Leapfrog Group, a nonprofit watchdog organization that serves as a voice for health care consumers and purchasers and the nation's premier advocate of transparency in health care.

Included in her nursing career are appointments to several transformative healthcare initiatives addressing diversity, equity and inclusion including the Commission of Workforce for Hospitals and Health Systems of the American Hospital Association the Tri-Council of Nursing, and the National Quality Forum's steering committee which developed the first national voluntary consensus standards for nursing-sensitive care.

Dr. Alexander is a first-generation college graduate and holds a Bachelor of Science in Nursing from the University of Tennessee - Knoxville, a Master of Science in Nursing /Family Nurse Practitioner Program from Vanderbilt University and a Doctorate in Education, Administration and Supervision from Tennessee State University-Nashville





# Equity in Action: Dismantling Racism in Nursing Series

## Session 1 – The Commission Journey: Moving Past the Past

G. Rumay Alexander, EdD, RN, FAAN



National Commission to Address  
Racism in Nursing



American  
**Nurses**  
Association

***The National Commission to Address Racism in Nursing, led by the American Nurses Association (the association) and key nursing organizations, remains central to this effort, driving systemic change within the profession.***

***The association's recent response to executive orders affecting diversity, equity, and inclusion underscores its dedication to advocating for inclusive policies and combating structural inequities in nursing.***

***ANA continues to work with Congress and federal agencies to mitigate the impact of policies that threaten progress in health equity and workforce diversity.***

***Scan the QR code to learn more about  
ANA's Public Statement: Protecting Healthcare for Americans***



# Ground Rules

- Brave space
- Maintain respect for facilitator and participants
- Stay on mute when not speaking
- Listen intently, respond thoughtfully
- Be present
- Turn on your camera if able
- Respect privacy and confidentiality of others
- Send direct message to ANA Practice if you have any tech issues during today's call





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National Commission to Address  
Racism in Nursing

# BACKGROUND

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- On January 25, 2021 leading nursing associations launched the National Commission to Address Racism in Nursing
- Work is co-led by the American Nurses Association (ANA), National Black Nurses Association (NBNA), National Coalition of Ethnic Minority Nurse Associations (NCEMNA), and National Association of Hispanic Nurses (NAHN)



**NCEMNA**



# INAUGURAL COMMISSION: PARTICIPATING ORGANIZATIONS

- American Academy of Nursing
- American Association for Men in Nursing
- American Association of Colleges of Nursing
- American Nurses Credentialing Center
- American Nurses Foundation
- American Organization of Nursing Leadership
- ANA Eastern Region of Constituent and State Nurses Associations
- ANA Midwestern Region of Constituent and State Nurses Associations
- ANA South Eastern Region of Constituent and State Nurses Associations
- ANA Western Region of Constituent and State Nurses Associations
- Asian American/Pacific Islander Nurses Association
- Chi Eta Phi Sorority Incorporated
- Minority Fellowship Program at the American Nurses Association
- National Alaska/Native American Indian Nurses Association
- National Association of Indian Nurses of America
- National Association of Licensed Practical Nurses
- National League for Nursing
- Organization for Associate Degree Nursing
- Philippine Nurses Association of America
- The Minority Nurse



National League  
for Nursing





# VISION & MISSION (rev 09/2023)

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**VISION:** The nursing profession leads by example, advancing diversity, equity, inclusion, and belonging, as we unite to eliminate racism as a multifaceted health crisis and societal ill.

**MISSION:** To provide a framework to confront structural and systemic racism and its impact on historically marginalized and minoritized nurses and communities and advocate for changes in policy and practice in nursing education, care delivery, and research.

# GOALS

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- 1) Engage in national discussions with the nursing profession to own, amplify, understand, and change how racism negatively impacts colleagues, patients, families, communities, and the healthcare system.
- 2) Develop strategies to actively address racism within nursing education, practice, policy, and research, including addressing issues of leadership and the use of power.
- 3) Use the *Nursing: Scope and Standards of Practice* as a framework to create a roadmap for action to address racism in nursing.

# DEFINITION OF RACISM

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**Commission's Definition of Racism:** *Assaults on the human spirit in the form of actions, biases, prejudices, and an ideology of superiority based on race that persistently causes moral suffering and physical harm of individuals and perpetuates systemic injustices and inequities*

*(November, 2021)*





# COMMISSION MILESTONES: 2021

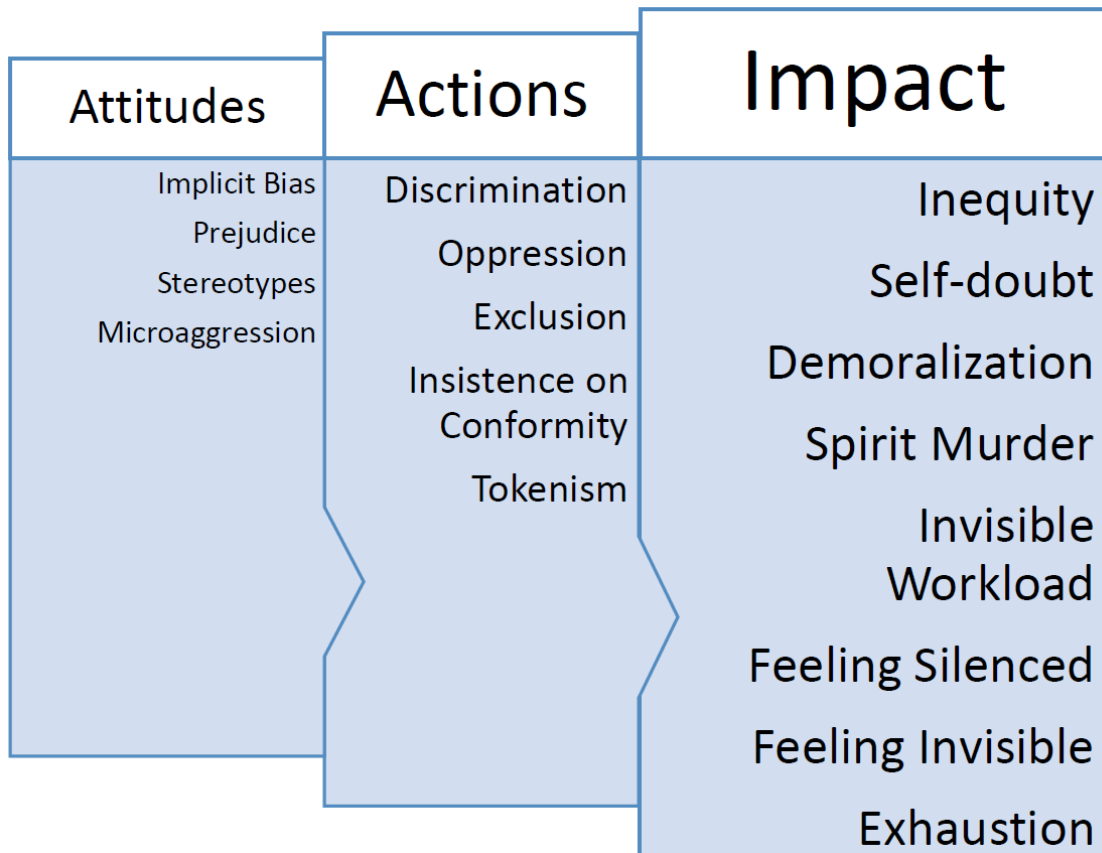
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- **Launch of Commission**  
January 25, 2021
- **Listening sessions**  
April, 2021
- **Launch of National Survey**  
October, 2021
- **Virtual Summit**  
November 2, 2021
- **Definition of Racism** November 11, 2021
- **Navigate Nursing Webinar**  
November 16, 2021



# LISTENING SESSIONS

Five sessions held between February – April, 2021 to collect nurses' personal stories of racism experienced in their careers



**“Nursing is the most racist profession outside of law enforcement.”**

**“Many Black girls don’t make it through this nursing education program.”**

**“I have been told people like me never get anywhere.”**

**“Nursing has not been safe or particularly uplifting.”**



# LISTENING SESSIONS

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*“[I] always had a hard time; never easy for me; first Black nurse in multiple departments in the hospital; they never made it easy; I have been told “people like me never get anywhere.” I have staff—both Black and White—who disrespect you; they make fun of you; I looked forward to retirement.”*

*“Regardless of education, as [for] a nurse of color, the opportunities do not seem to come; clinical skills are always being questioned; ‘nurses eat their young’ is doubled if you are a nurse of color.”*

*“Why should any Black nurse go back for a PhD or DNP—[when they] will never get hired or promoted even with a DNP or a PhD?”*

*“If I were to replace my face with a White person’s face, where would my career be?”*

[June 2021 Listening Sessions on Racism in Nursing](#)

# NATIONAL SURVEY TO UNDERSTAND RACISM IN NURSING

## Nurses' Personal Experience with Racism in the Workplace



BLACK NURSES



ASIAN NURSES



HISPANIC NURSES



WHITE NURSES

**OVER 3/4** of Black nurses say racism negatively impacts their professional well-being

- Launched in October, 2021
- Over 5,600 respondents from across the nation
- Press release on January 25, 2022

[Survey shows substantial racism in nursing](#)

# IMPACT OF RACISM ON HEALTH AND WELL-BEING

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“Racism has affected my well-being with having to take a **leave of absence** from a job in 2008 for 4 weeks diagnosis of **severe hypertension**. After 4 weeks off the job denied further pay.”

“I **live in constant fear** that I will be fired or my license will be under threat. So I do my best to follow all rules and protocols and hope that everyday I can go home to my family without a racist person with power in the workplace taking advantage of me.”

“Made me feel **worthless....** given me anxiety, I no longer apply for higher positions.”

“I have been **called the n word** by multiple patients on multiple occasions. I have been asked to not care for a few patients by the patient themselves because I am black. I have been **called colored by a nurse manager.**”

“The **power in nursing is primarily held by middle-age to old-age white women** who have just recently begun to consider racism in nursing care. There are racist principles that have been carried down through history and never challenged.”

“I have **PTSD** from the way I was treated. I saw a therapist and was prescribed antidepressants.”

[Survey shows substantial racism in nursing](#)

# 2022 MILESTONES

- Project ECHO on Racism in Nursing education series (Spring & Fall, 2022)
- Virtual Summit (November 3, 2022)
- Navigate Nursing webinar and Allyship infographic (November, 2022)

## TOP TEN WAYS TO BE AN ANTIRACIST IN NURSING

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**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. Keep your word - if you do not have trust, you cannot be an ally.
- 

**Manage me**  
Resist "amygdala hijacking", where generalizations cause you to act out of previous fear and pain, thus letting emotions take control of your reasoning.
- 

**Maximize curiosity. Minimize certainty.**  
Ask yourself, "Why am I thinking this about this person?", "Where did this originate from?", and "Do I know what I think I know to be true?"
- 

**Distribute power**  
Give voice to, and support with concrete action, those without power. Minimize power plays in promotion, hiring, and patient assignments.
- 

**Preserve the dignity of others**  
See the humanity in others. Are you viewing colleagues as a deficit to your team, rather than an asset and why?
- 

**Stop labeling others**  
See people as people. Eliminate ideas about superiority, inferiority, and where to place people on a hierarchy.
- 

**Expose unwritten rules**  
Examine your systems. Bias cannot be avoided so tweak your systems to overcome it. Pivot to make adjustments based on what is going on in the world.
- 

**Support authenticity**  
Allow each person to be their authentic selves. Accept them with their differences. Don't force people to lose their uniqueness.
- 

**Manage perception**  
Consider how your decision/policy will impact or affect those not part of the decision process. Don't get caught up in your own intent. The receiver only knows impact of what was done.





# Project ECHO on Racism in Nursing

Fall, 2023: Virtual sessions every other week from 3-4:30 ET

Earn 1.5 CNE credit per session attended!

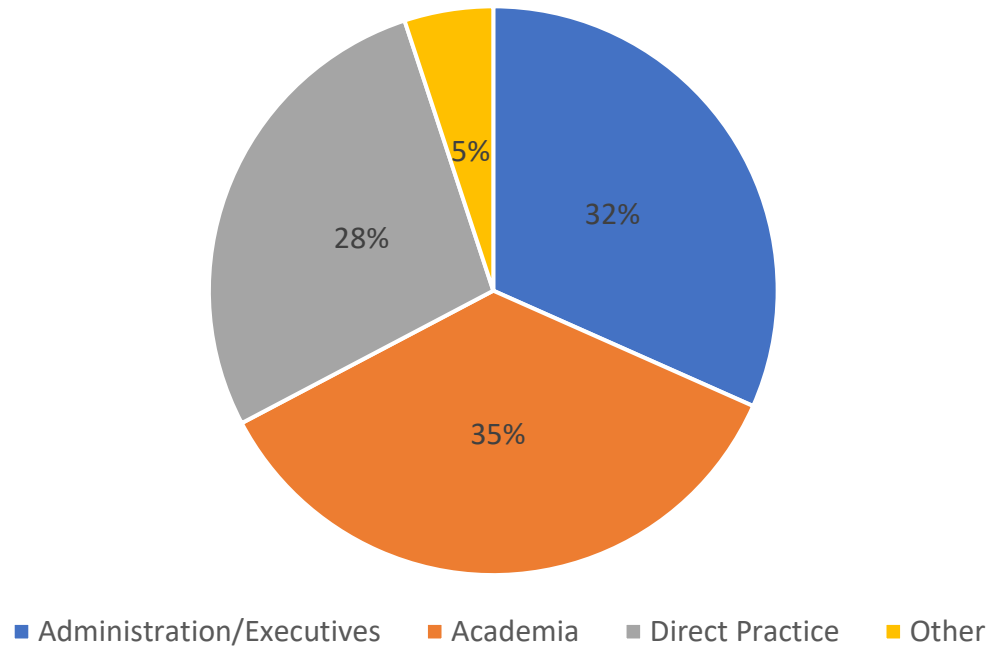
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|--|---|
|  <p><b>SEPTEMBER 6</b><br/><b>What does it take to have an equity mindset?</b><br/>G. RUMAY ALEXANDER, EdD, RN, FAAN<br/>Professor, UNC School of Nursing<br/>Senior Inclusion Advisor, ANA Enterprise</p>   |  <p><b>NOVEMBER 1</b><br/><b>Barriers to health equity: is providing access enough?</b><br/>DANICA SUMPTER, PhD, RN<br/>Clinical Associate Professor, University of Texas, Austin, School of Nursing</p>                               |
|  <p><b>SEPTEMBER 20</b><br/><b>How do healthcare's concealed weapons of harm drive inequity?</b><br/>KATIE BOSTON-LEARY, PhD, MBA, RN, NEA-BC<br/>Professor, University of Maryland School of Nursing<br/>Director of Nursing Programs, ANA</p>      |  <p><b>NOVEMBER 15</b><br/><b>How can cultural intelligence be the catalyst that perpetuates health equity?</b><br/>ANGELA RICHARD-EAGLIN, DNP, MSN, FNP-BC, CNE, FAANP, CDE<br/>Associate Dean for Equity, Yale School of Nursing</p> |
|  <p><b>OCTOBER 4</b><br/><b>How Do equity-minded nurses advance antiracism?</b><br/>PIRI ACKERMAN-BARGER, PhD, RN, CNE, FAAN<br/>Associate Dean for Health Equity, Diversity and Inclusion, UC Davis School of Nursing</p>                          |  <p><b>NOVEMBER 29</b><br/><b>How do we ensure health equity in a society built on white supremacy and oppression?</b><br/>ROBERTA WAITE, EdD, RN, PMHCNS, ANEF, FAAN<br/>Dean, Georgetown University School of Nursing</p>           |
|  <p><b>OCTOBER 18</b><br/><b>How can we break barriers to health equity? Combating stereotypes and bias in healthcare</b><br/>KELLIE BRYANT, DNP, WHNP, CHSE<br/>Assistant Dean of Clinical Affairs and Simulation, Columbia School of Nursing</p> |  <p><b>DECEMBER 13</b><br/><b>Is anti-racist care possible under capitalism? Building a foundation of structural inclusion</b><br/>DANISHA JENKINS, PhD, RN<br/>Assistant Professor, San Diego State University</p>                  |

- Spring & Fall, 2022
- Fall, 2023
- Fall, 2024
- Spring, 2025

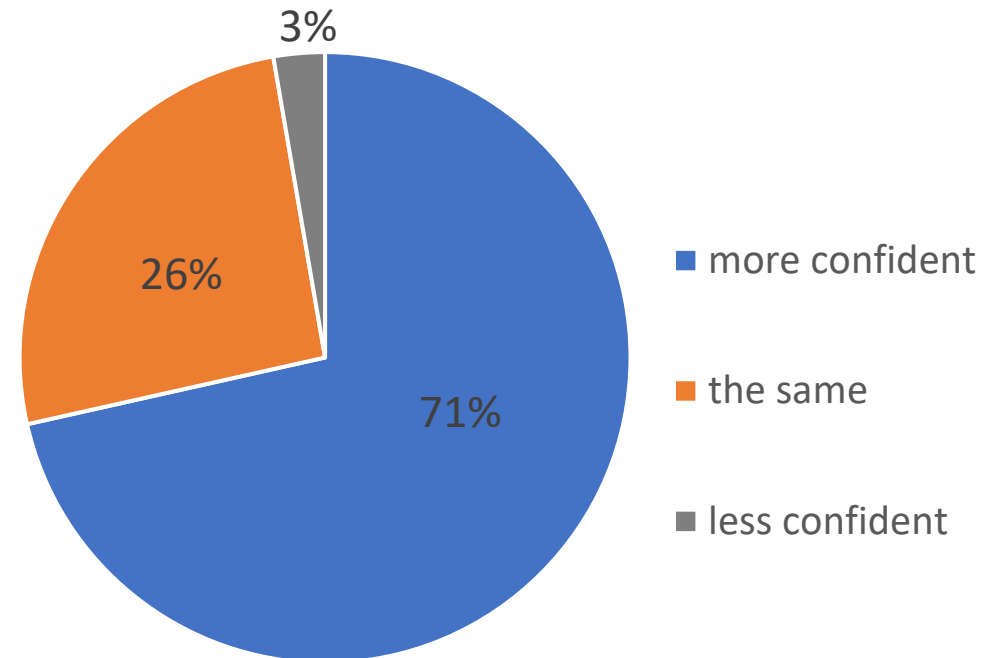


# ECHO on Racism in Nursing

Area of Nursing



Confidence in addressing racism in nursing after attending sessions



**This series has given me the confidence and tools to start a conversation that is long overdue.** Thank you.” – ECHO on Racism in Nursing participant

# IMPACT

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“I cannot express enough gratitude for this entire series. **I came into this feeling timid. I was worried that I would say the wrong thing and offend another participant.** This series has taught me SO much, but what sticks with me the most is that you gave us a safe space to have the conversation. **For me, simply feeling safe to have a discussion with people of all experiences has helped me grow so much as an ally.** I am excited to continue this work and learn even more. I know I have a long way to go, but **I have already used what I have learned to start the conversation in my own organization.** I am a nurse educator for a hospital in a predominantly white, conservative area of the mountain west. I work with affiliate hospitals in small, conservative, rural cities. Before starting this series, I was told a marketing picture for one of my education sessions was "too diverse" and that people wouldn't sign up because they don't look like the people on the picture. This type of racism is engrained in my organization and community and it's time to change. **This series has given me the confidence and tools to start a conversation that is long overdue.** Thank you.”

– *ECHO on Racism in Nursing* participant



**UNPUBLISHED DATA – DO NOT COPY OR DISTRIBUTE**

# 2022 NATIONAL COMMISSION TO ADDRESS RACISM IN NURSING FOUNDATIONAL REPORT

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## Outline

Historical context of racism in nursing  
Contemporary context of racism in nursing  
How racism shows up in four target areas:  
Education, Policy, Practice and Research

## Public Comment

Draft report posted on ANA's website from January 18 – February 14, 2022. 160 sets of comments received

## Publication

Published May, 2022 in celebration of the anniversary of Mary Eliza Mahoney's birth



National Commission to Address  
Racism in Nursing

Report Series

# Racism in Nursing



# 2022 NATIONAL COMMISSION TO ADDRESS RACISM IN NURSING FOUNDATIONAL REPORT

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- Hear from the authors:
  - [Contemporary Context of Racism in Nursing](#)
  - [How Racism Shows Up in Nursing Education](#)
  - [How Racism Shows up in Policy](#)
  - [How Racism Shows Up in Nursing Practice](#)
  - [How Racism Shows Up in Research](#)
- Read about how racism has deep roots in nursing history, contemporary nursing, education, policy, practice and research
- Explore recommendations for how to mitigate racism in nursing and pave an equitable path forward

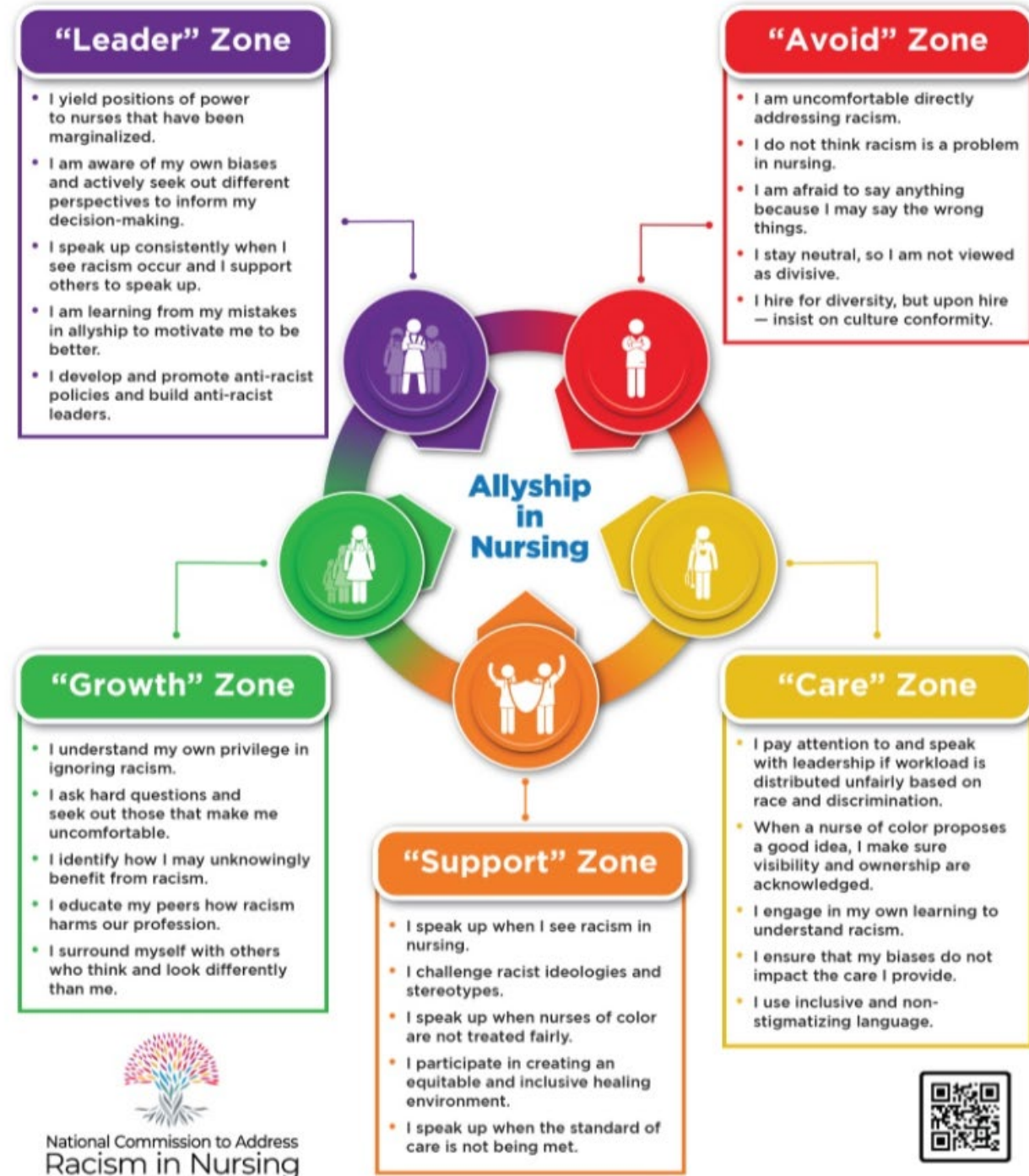


# Actionable Allyship in Nursing

Allyship: an ethical duty through intentional intervention, 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 National 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.



November, 2021  
 Navigate Nursing Webinar and infographic: Top Ten Ways to be an Antiracist in Nursing



Launch of National Commission to Address Racism in Nursing

Press release  
 January 2021



May 23, 2022  
 2022 Foundational Report on Racism in Nursing published



October 2022  
 Commission's definition of allyship

"An ethical duty through **intentional intervention**, advocacy and support to **eliminate harmful acts**, words and deeds and **creating space** to **amplify voices** that are not traditionally heard, recognized or welcomed."

November, 2022  
 Navigate Nursing Webinar and infographic: Actionable Allyship to Address Racism in Nursing



February - April 2021  
 Listening Sessions held with report released in June

November 2021  
 Commission's definition of racism

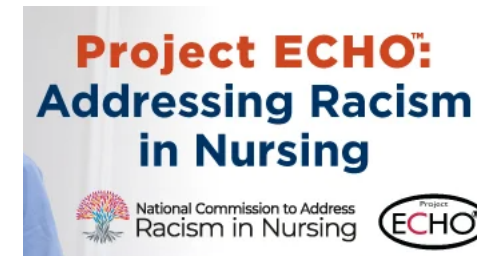
"Assaults on the human spirit in the form of **actions**, biases, prejudices, and an ideology of superiority **based on race** that persistently cause moral suffering **and physical harm of individuals** and perpetuate **systemic** injustices and inequities"

Press release & webpage for National Racism Survey results

January 2022



Spring & Fall, 2022



# 2023/2024

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- New Commission structure
- Revise mission & vision statements
- Mary Eliza Mahoney Lecture (May, 2023)
- Project ECHO on Racism in Nursing:  
Health Equity (Fall, 2023)
- Commission Funding Opportunity



# 2023/2024 COMMISSION: PARTICIPATING ORGANIZATIONS

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- AARP/ Center to Champion Nursing in America
- Academy of Medical-Surgical Nursing
- American Association of Ambulatory Care Nursing
- American Association of Colleges of Nursing
- American Organization of Nursing Leadership
- Haitian Alliance Nurses Association International (HANA-I)
- International Academy of Nursing Editors / American Journal of Nursing
- National Alaska Native American Indian Nurses Association
- National Association of Nigerian Nurses in North America
- National Council of State Boards of Nursing
- National League for Nursing
- National Student Nurses Association (NSNA)
- Organization for Associate Degree Nursing (OADN)
- Press Ganey
- Society of Latinx Nurses
- The Joint Commission





# RESOURCES

- [National Commission to Address Racism in Nursing](#)
- [Listening Sessions on Racism in Nursing](#)
- [National Racism Survey](#)
- [Commission's Foundational Report](#)
- [Project ECHO on Racism in Nursing](#)
- [Top Ten Ways to be Antiracist in Nursing](#)

## TOP TEN WAYS TO BE AN ANTIRACIST IN NURSING



### 1 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.



### 2 Be genuine

Do what you say you will do. Keep your word - if you do not have trust, you cannot be an ally.



### 3 Manage me

Resist "amygdala hijacking", where generalizations cause you to act out of previous fear and pain, thus letting emotions take control of your reasoning.



### 4 Maximize curiosity. Minimize certainty.

Ask yourself, "Why am I thinking this about this person?", "Where did this originate from?", and "Do I know what I think I know to be true?"



### 5 Distribute power

Give voice to, and support with concrete action, those without power. Minimize power plays in promotion, hiring, and patient assignments.



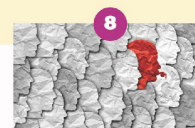
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See the humanity in others. Are you viewing colleagues as a deficit to your team, rather than an asset and why?



### 7 Stop labeling others

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### 8 Expose unwritten rules

Examine your systems. Bias cannot be avoided so tweak your systems to overcome it. Pivot to make adjustments based on what is going on in the world.



### 9 Support authenticity

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### 10 Manage perception

Consider how your decision/policy will impact or affect those not part of the decision process. Don't get caught up in your own intent. The receiver only knows impact of what was done.



# Breakout Discussion Questions:

1. What strikes you about the Commission's definition of racism? What are your thoughts, concerns, etc?
2. In your opinion, what seems to be the strongest element(s) of the Commission's Foundational Report? What is missing?
3. What is allowed or not allowed shapes organizational culture. In your present work organization, what is being allowed. What is not being allowed? How do these impact the culture?
4. What, in your opinion, are ANA's obligations to you and to the nursing profession? What are our obligations to each other?



# Join us for the next Equity in Action: Dismantling Racism in Nursing Series Session!

Session 2: Using History to Advance Equity and Justice  
Wednesday, March 19, 3PM ET



Dominique Tobbell, PhD  
(Facilitator)



Margo Brooks  
Carthon, PhD, RN, FAAN



Karen Flynn, PhD



Margaret Moss, PhD,  
JD, RN, FAAN, FADLN



Ashley Graham-Perel, EdD,  
RN, NPD-BC, MEDSURG-BC,  
CNE, FADLN, FAAN

# *Thank you for joining us today!*



## **Don't forget to claim your CNE!**

*Scan the QR code to complete your evaluation.*

*The link is also in the chat and will be emailed to you as well.*



*[commissiononracism@ana.org](mailto:commissiononracism@ana.org)*

**The Power of Nurses™**



**ana.org**