



# Equity in Action: Dismantling Racism in Nursing Series

## Session 3 – The Contemporary Landscape of Racism in Nursing: Where Do We Go From Here?

### Panel Members:

Kenya Beard, EdD, AGACNP-BC, CNE, ANEF, FAAN

Danica Fulbright Sumpter, PhD, RN, CNE, FADLN

Kellie Bryant, DNP, WHNP, CHSE, FSSH, FADLN, FAAN

Mary Joy Garcia-Dia, DNP, MS, RN, FAAN, FHIMSS



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



# Today's Panel



Kenya Beard  
EdD, AGACNP-BC, ANEF,  
FAAN, FADLN (facilitator)



Danica Sumpter  
PhD, RN, CNE, FADLN



Kellie Bryant  
DNP, WHNP, CHSE,  
FSSH, FADLN, FAAN



Mary Joy Garcia-Dia  
DNP, RN, FAAN, FHIMSS



***What does contemporary racism look like and how does it manifest differently compared to historical forms of racism?***



***In what ways have current policies perpetuated or interrupted inequities?***



*For the people!*



***How do we foster targeted universalism  
to advance as a society?***



# Targeted Universalism (Equity 2.0)

1

Establish a universal goal

2

Assess performance relative to goal

3

Identify groups performing differently (disaggregated)

4

Assess and understand structures that support or impede

5

Develop and implement targeted strategies for each group

(powell, j.a., Menendian, S. & Ake, W. , 2019)





Logic &  
Planning



Emotions &  
Motivation

Environment & Structures

# Breakout Discussion Questions:

1. What is a universal goal that, if achieved, would lead to greater equity in your community?
2. What have you seen or what might work to achieve this universal goal?
3. Name one thing you are willing to do or advocate for to move toward this universal goal?

# THANK YOU!



# Invite others to join us for the next Equity in Action: Dismantling Racism in Nursing Series Session!

**Session 4: Education for Equity - Confronting Racism  
for Equitable Learning** Wednesday, April 16, 3PM ET



Blake Smith  
MSN, RN, FADLN  
(facilitator)



Julius Johnson  
DNP, RN, FNP-BC



Roberta Waite  
EdD, RN, PMHCNS,  
ANEF, 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**