Project ECHO® RACISM IN NURSING
Health Equity Focus | CNE Available
Barriers to equity … is access enough? 

Danica Sumpter, PhD, RN, CNE
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
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.

**Implicit Bias**

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

**Structural Racism**

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

Policies and practices that consolidate and protect power bestowed 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.

**Citation:** Osta, K., & Vasquez, H. (n.d.). Implicit bias and structural racialization. Retrieved from https://www.nationalequityproject.org/frameworks/implicit-bias-structural-racialization
Schemas
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.
Cycle of Liberation

Intrapersonal
Change within the core of people about what they believe about themselves

Waking Up
Critical incident that creates cognitive dissonance

Reaching Out
Movement out of self toward others
Seeking experience and exposure
Speaking out and naming injustices
Taking stands, using tools, exploring and experimenting

Interpersonal
Change in how we value others and see the world

Building Community
Working with others
A. People "like us" for support
B. People "different from us" for building coalitions, questioning assumptions, rules, roles, and structures of systems

Core
Self-love
Self-esteem
Balance
Joy
Support
Security
Spiritual base

Contagion
Organizing, action planning, lobbying, fundraising, educating, renaming reality, refusing to collude or take privilege, being a role model, an ally

Creating Change
Critically transforming institutions and creating new culture
Influencing policy
Assumptions
Structures
Definitions, rules
Taking leadership
Risks
Guiding change
Healing
"Power share"

Systemic
Change in structures, assumptions, philosophy, rules, roles

Developing
Empowerment of self
Introspection
Education
Consciousness raising

Gaining
Inspiration
Authenticity

Dismantling
Collusion
Privilege
Internalized oppression

Maintaining
Integrating
Spreading hope and inspiration
Living our dreams
Modeling authenticity, integrity, and wholeness
Taking care of self and others

Source: Developed by Bobbie Harro

© Readings for Diversity and Social Justice, Routledge, 2000
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
What can we do?
Targeted Universalism
Make the invisible visible
Case Study

Taking a closer look at “professionalism”
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)
<table>
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<th>Demographic variable</th>
<th>Fall 2017</th>
<th>Fall 2018</th>
<th>Fall 2019</th>
<th>Fall 2020</th>
<th>TOTAL</th>
<th>% of enrollment</th>
<th>% of Level Reviews</th>
<th>% of Level Reviews</th>
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<td>127</td>
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<td>21</td>
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<td>Black</td>
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<td>39</td>
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<td>6.74%</td>
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**Questions to Ponder:**
- What numbers stand out to you?
- What do you think could be happening here?
- How could you find out for sure?
- What needs to be done?
- What are some interpersonal level strategies?
- What are some organizational level strategies?
- What are some potential barriers to your interventions and how could they be overcome?
- Have you observed the disparate impacts of a policy? What was done about it?
References & Resources


Feel free to connect

Dr. Danica Sumpter, PhD, RN, CNE
Dsumpter@csi-compliance.com

@NurseDanicaPhD