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.

   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.

6. 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?

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

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
   Allow each person to be their authentic selves. 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 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.

National Commission to Address Racism in Nursing