Dismantling Structural Racism in the Nursing Profession: Lessons from the Field

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Objectives

Recognize how structural racism works

Identify ways to dismantle structural racism
“The totality of ways in which societies foster racial discrimination through mutually reinforcing inequitable systems... that in turn reinforce discriminatory beliefs, values and distribution of resources which together effect the risk of adverse health outcomes.”

M. Bassett
The Invisibility of Racism

Racism “...goes about its work in silence, the string of a puppet master unseen by those whose subconscious it directs, its instructions an intravenous drip to the mind, caste in the guise of normalcy, injustice looking just, atrocities looking unavoidable to keep the machinery humming...”

Wilkerson
Recognizing Racism

The White Black hierarchy institutionalizes White supremacy in nursing and nursing leadership in the United States.

Rodriguez C. Rodriguez Andrews

Introduction

The historical and systemic manifestations of racism within the nursing profession have long been recognized. Nurses, particularly those of color, have reported experiencing a range of challenges, including discrimination, microaggressions, and a lack of support from colleagues and institutions. This article aims to explore the ways in which White supremacy is perpetuated within the nursing context, with a focus on the experiences of nurses of color.
Dismantling Racism

Does race still

African-American

Kenya V. Bearden

Wren

Michele K. Elam

For physicians, the primal cry for comfort in the midst of Covid-19 distress is to be heard loud and clear. The urgent need for more staff to manage the pandemic's demands is evidenced by the unprecedented number of healthcare workers who have died from Covid-19.

The role of the physician in this crisis is to provide care and comfort to those in need. However, the pandemic has also highlighted the systemic racism that exists in healthcare.

In this article, we explore the impact of racism on healthcare and offer suggestions for how to address these issues.

Introduction

The continued dearth of African-American representation in academia and medical schools is a significant barrier to achieving diversity in medical education. The National League for Nursing, which represents 8,000 nursing faculties and 1,100 schools of nursing, has called for increased diversity in nursing education.

The nurses of color who have dedicated their lives to serving our communities are invaluable assets to the healthcare system. Their contributions should be recognized and celebrated.

Keywords:
- Nursing
- African American
- Race
- Education
- Economics
- Health policies
- Inequities
- Disparities
- Health outcomes

References


“We will be really misled if we think we can change society without changing ourselves.”

Alice Walker