



National Commission to Address
Racism in Nursing

2021 racism survey

December 13th, 2021

in collaboration with  **Joslin**

Outline

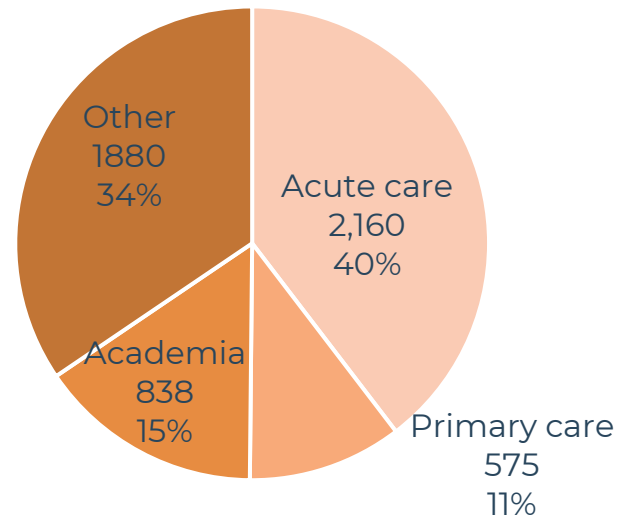
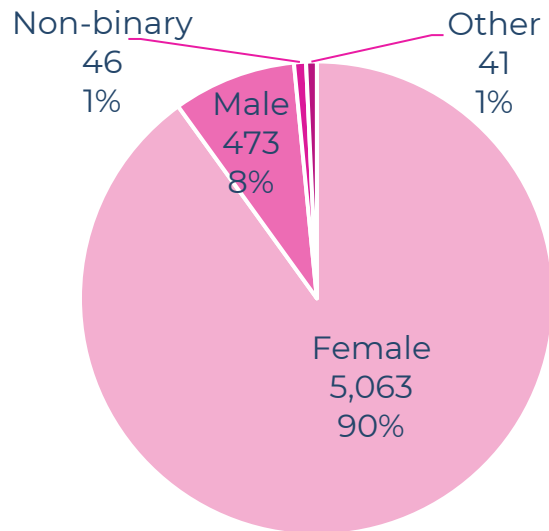
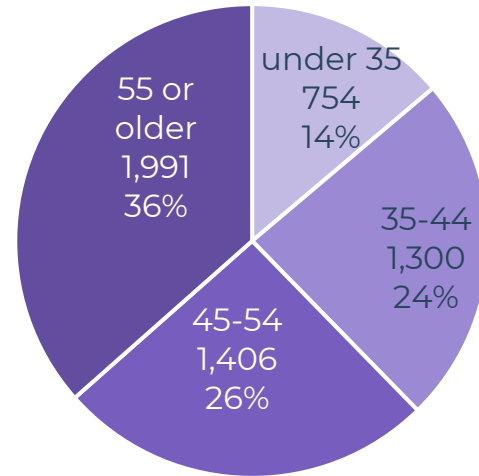
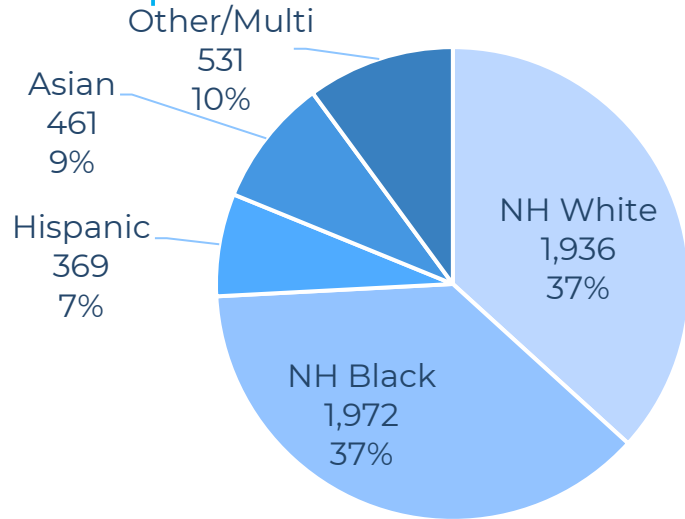
- Methods & sample
- Results
 - **Perceptions:** awareness of racism in nursing
 - **Experience:** incidence of racism in nursing
 - **Action:** challenging racism in nursing
 - **Impact:** effects of racism in nursing

Survey Information

- Survey collected via Alchemer from October 7-31, 2021
- Convenience sample, sent to:
 - ANA members
 - Constituent & State Nurses Associations
 - Specialty Nursing Affiliates
 - SME networks
 - Commission member organizations
- Analyzed 5623 complete responses
 - Quantitative
 - Cross tabulation by race
 - Regression models to examine odds by race controlling for age, gender, and work setting
 - Qualitative using Text.IQ
 - Objective analysis/queries
 - Subjective analysis/inference

Participant demographics

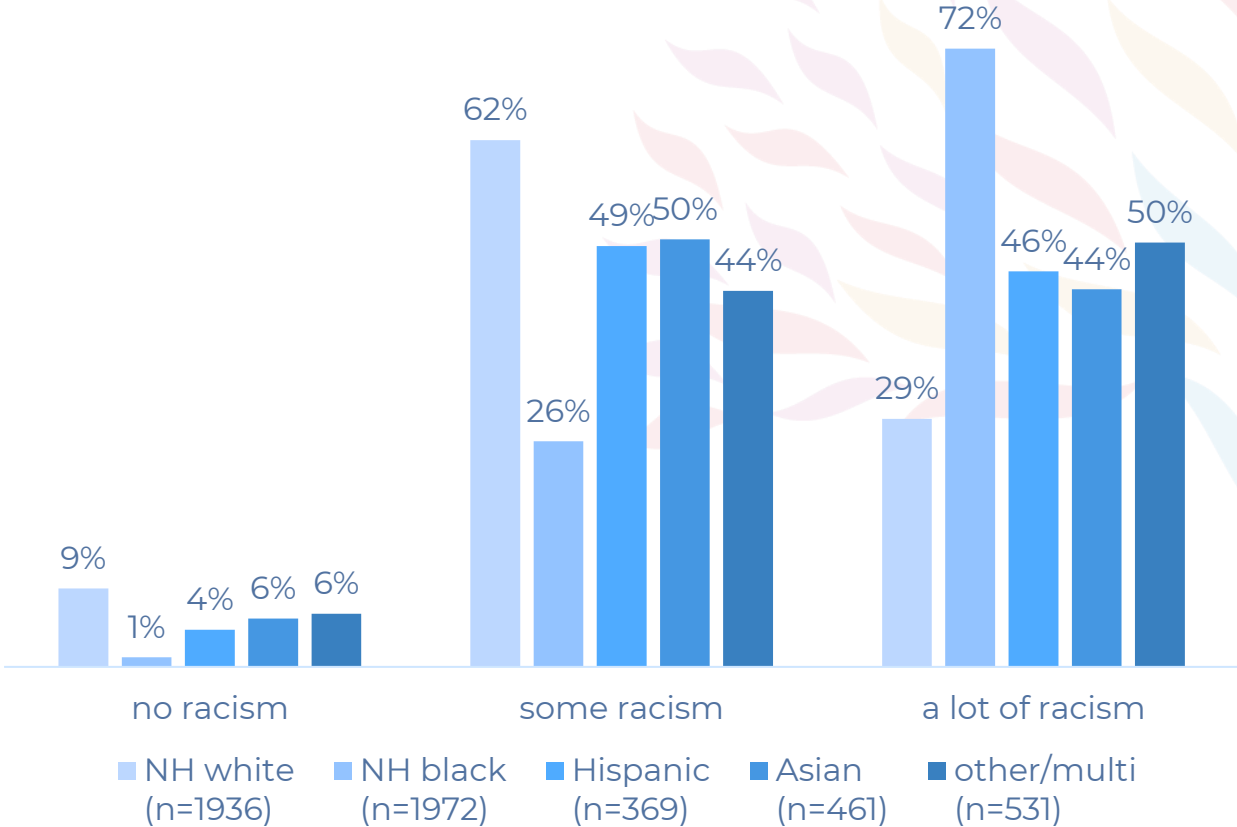
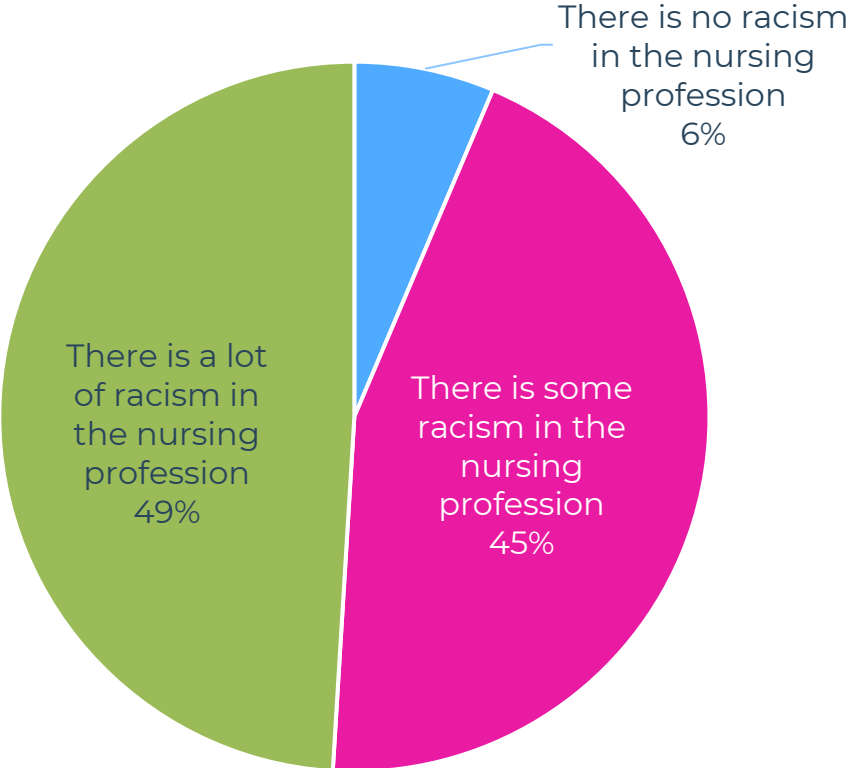
5623 respondents



Racism in nursing

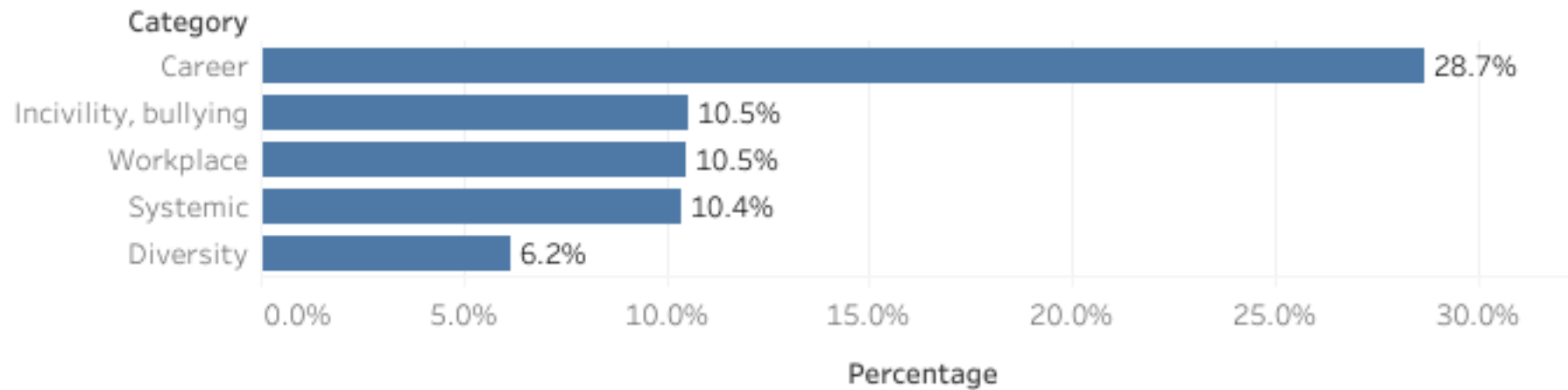
5623 respondents

Which statement do you agree with the most?



Racism in nursing

Please provide a brief explanation of why you agree with [there is a lot/some/no racism in nursing]. (comment categories, shortened)



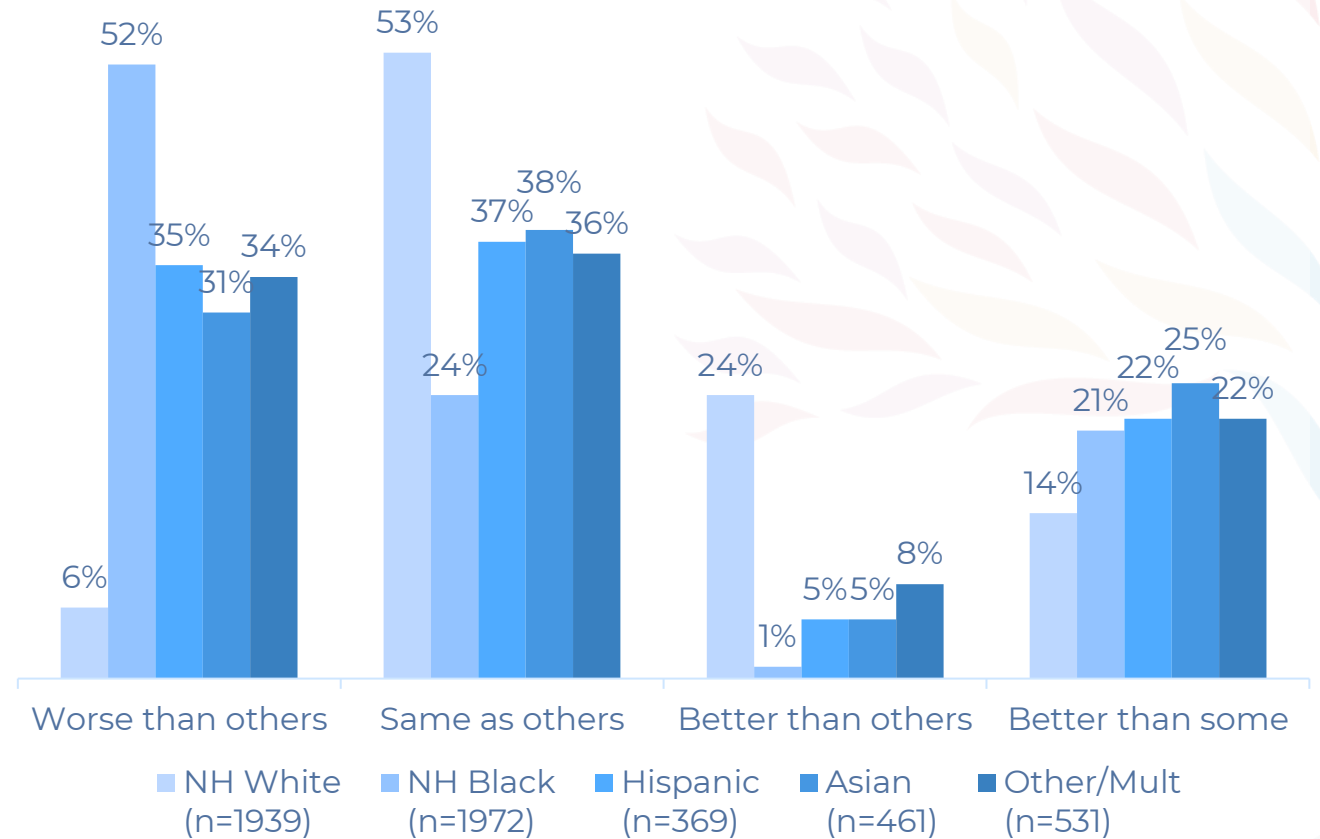
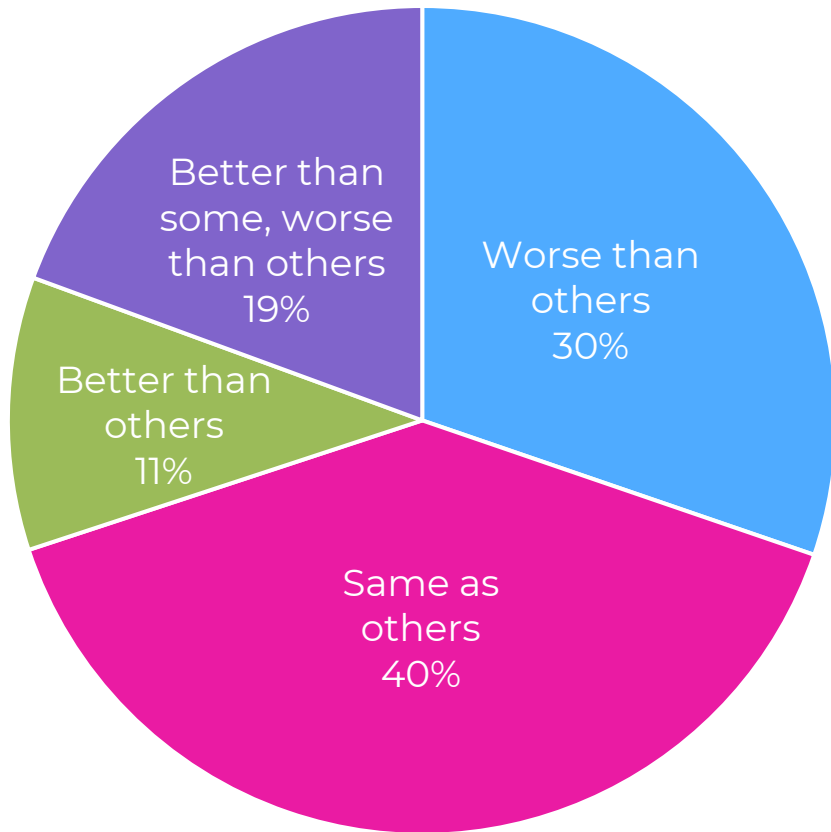
Racism in nursing

Please provide a brief explanation of why you agree with [there is a lot/some/no racism in nursing]. (verbatim quotes)

- It is not that [racism] is always overt, it's more of **institutional, structural, and cultural** racism that exists in nursing.
- 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**.
- A lot of times nurses of color with the same credentials as their white counterparts are **overlooked for recognition or promotions**.
- 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.
- This country has been built on bias since before it was born. for example Europeans vs. Indians. English vs. Americans . White people in Americans vs. Slaves. We have been engrained with them since birth. **We will always have biases opinions on earth.**
- After over 4 decades of nursing, I can honestly say I **have not witnessed** racism in the profession of nursing.
- CRT is dangerous. I've been in the medical field for over 20 years all over the world and have never seen **racism toward white nurses** the way I do now.
- We treat each other as professionals and do not let skin color or culture get in the way. **Racism is an individual issue, not a systemic** one in the profession. Stop making everything that goes wrong about race!

Treatment

How do you feel you are treated compared to people of other races? (n=5623)



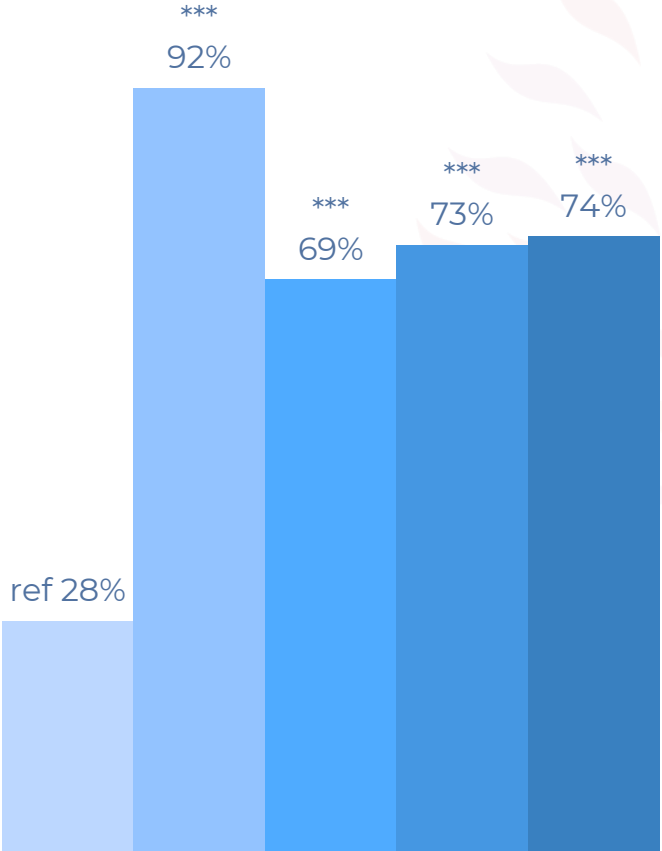
Personal experience

5623 respondents



63%

personally experienced racism in the workplace



■ NH White (n=1939) ■ NH Black (n=1972) ■ Hispanic (n=369) ■ Asian (n=461) ■ Other/Mult (n=531)



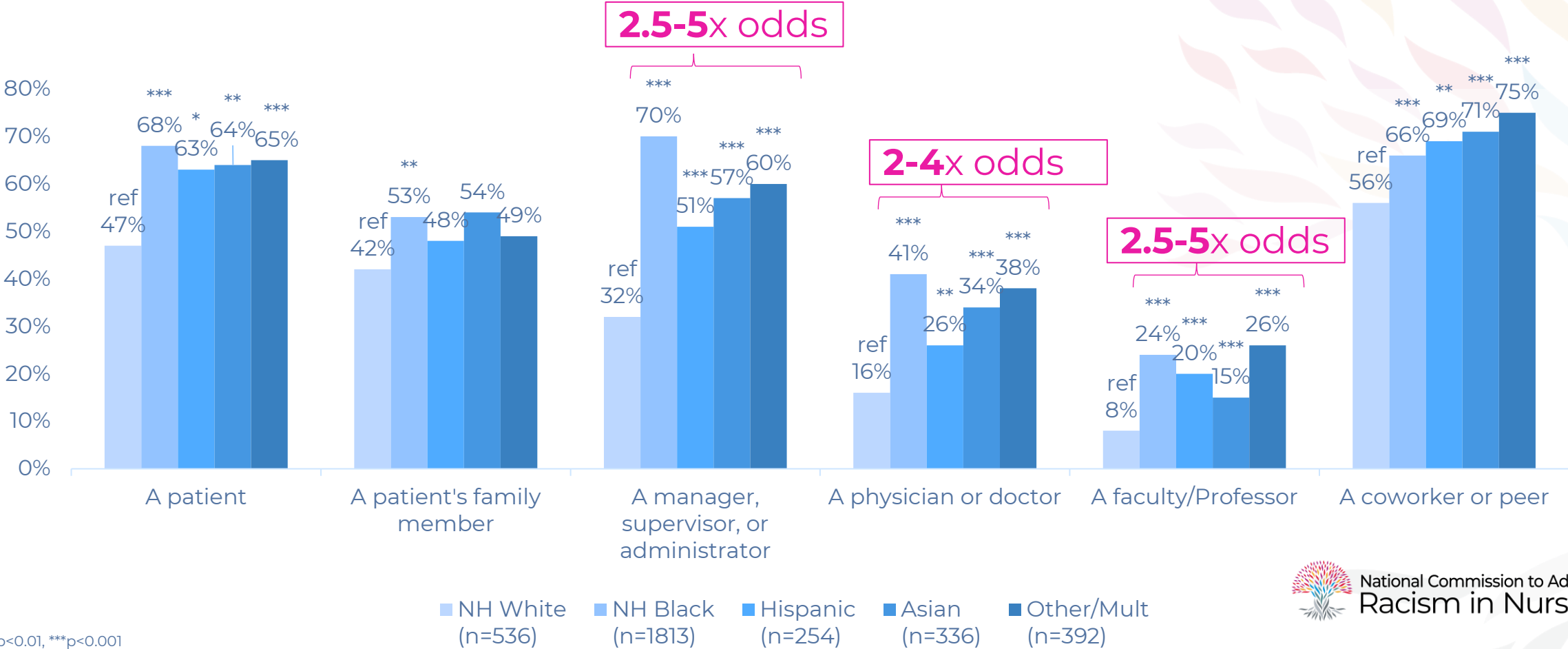
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*p<0.05, **p<0.01, ***p<0.001
controlling for age, setting, and gender

Personal experience x race

3523 respondents

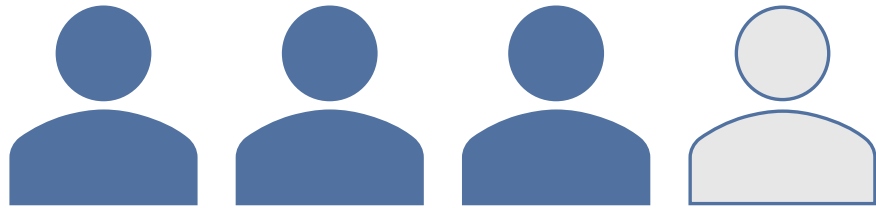
From whom did you experience racism? (select all)



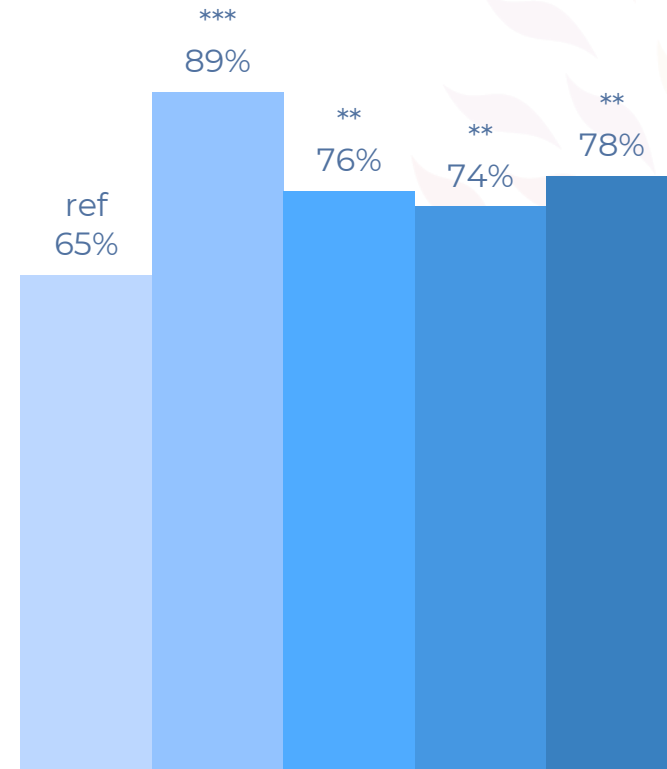
*p<0.05, **p<0.01, ***p<0.001
controlling for age, setting, and gender

Witnessing

5623 respondents



76% witnessed racism in the workplace

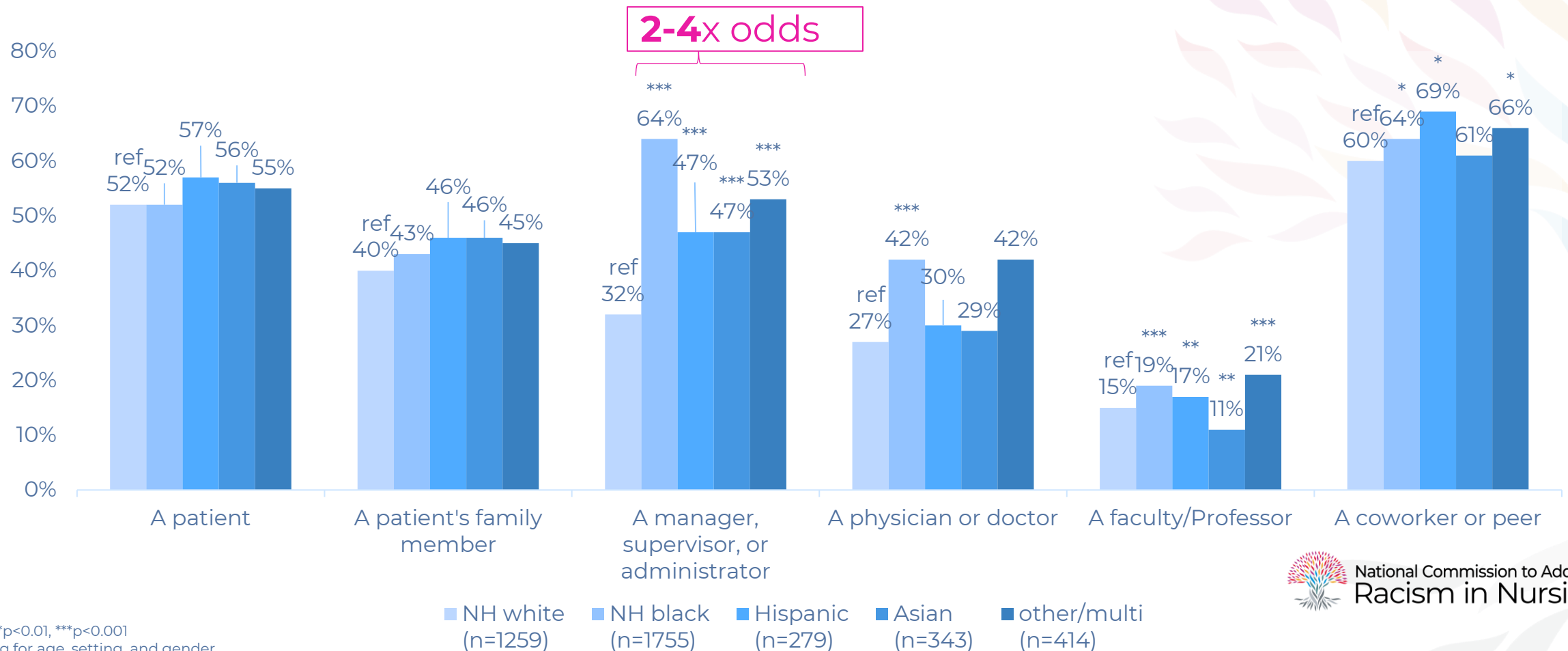


■ NH White (n=1939) ■ NH Black (n=1972) ■ Hispanic (n=369) ■ Asian (n=461) ■ Other/Mult (n=531)

Witnessed from whom x race

4261 respondents

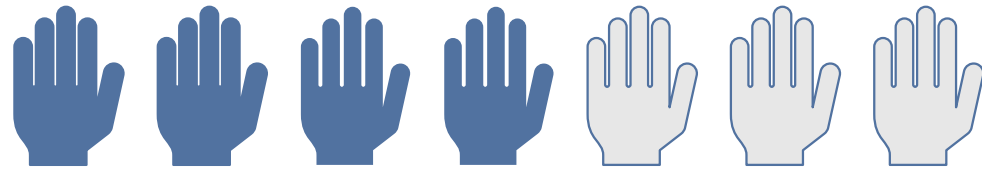
Who committed the racist acts?



*p<0.05, **p<0.01, ***p<0.001
controlling for age, setting, and gender

Challenging racism

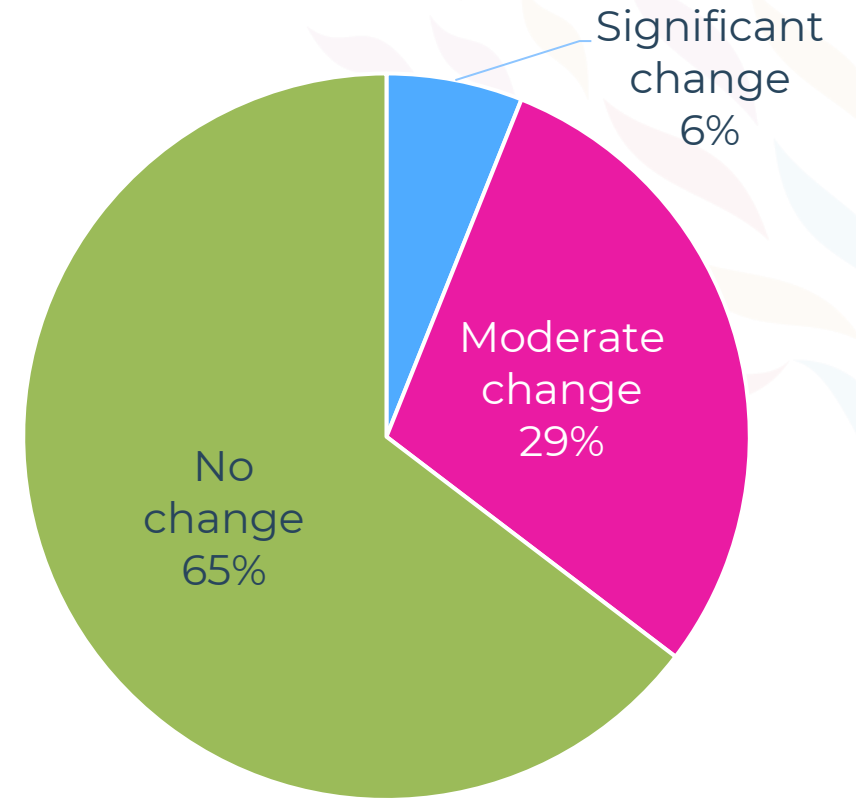
5623 respondents



57%

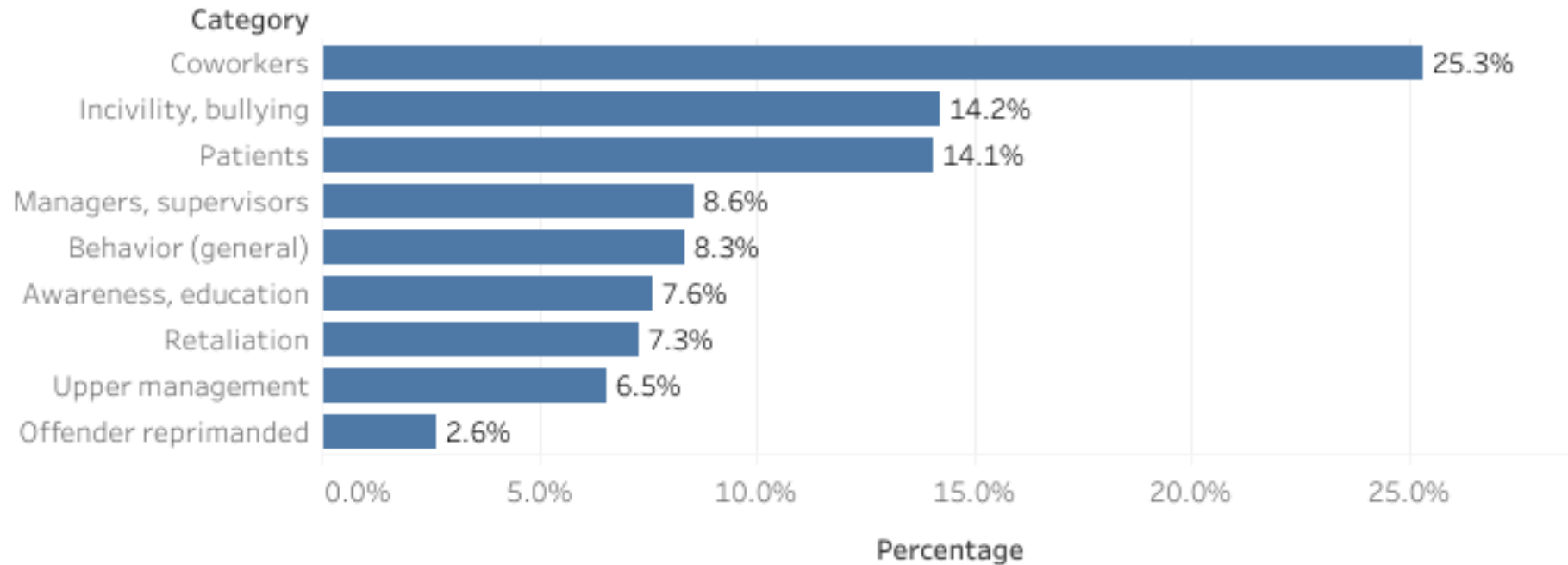
Challenged racist treatment in the workplace

To what extent did challenging racism **result in change?** (n=3228)



Challenge

Please describe the outcome of challenging racist treatment in the workplace. (comment categories, shortened)



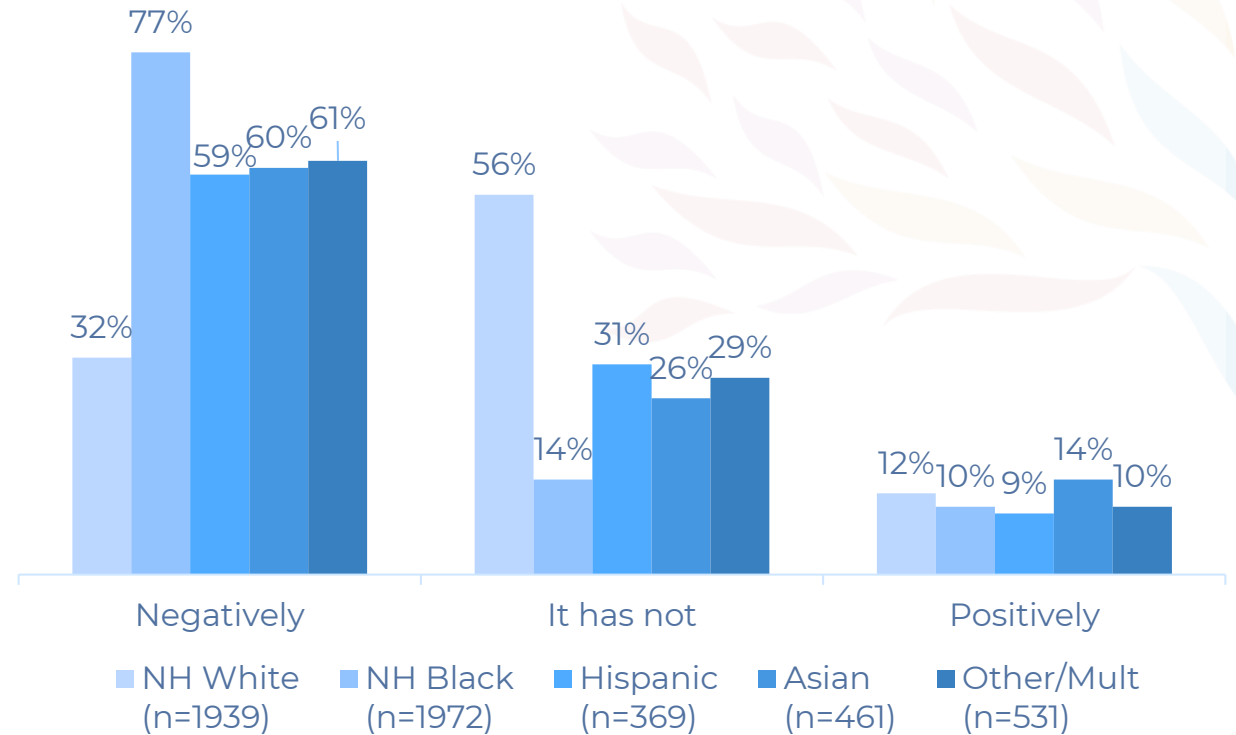
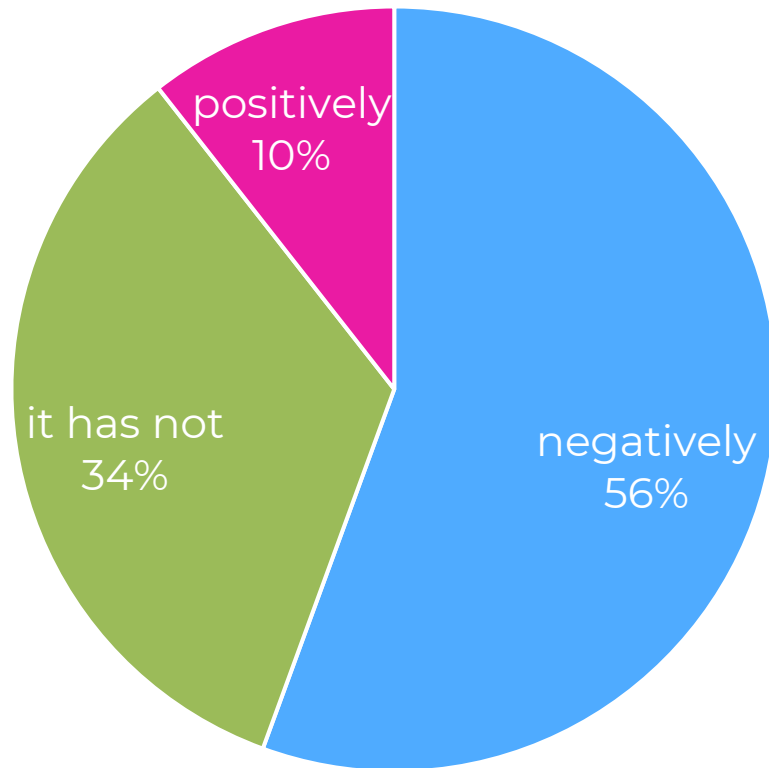
Challenge

Please describe the outcome of challenging racist treatment in the workplace. (verbatim quotes)

- ...[challenging racism] could begin a change in the positive direction or the person challenging could be treated negatively going forward.
- Being a whistleblower does not go over well.
- Speaking truth to power takes courage.... I have **been ostracized** for my advocacy and **passed over for promotion**.
- Administration turns a blind eye to internal reports. **Only a positive response made when a visitor reported nurse** on nurse's racist treatments.
- An **open discussion** was held between nursing instructor and students. While this was positive, it resulted in no changes.
- Built a better **awareness** for some people, but little evidence of change.
- People's **attitudes** are changing slowly. They are more aware of what racism in care looks like.
- The patient was given **warning** about behavior & did not change so was terminated from services.
- Established **DEI** (diversity, equity and inclusion) council.

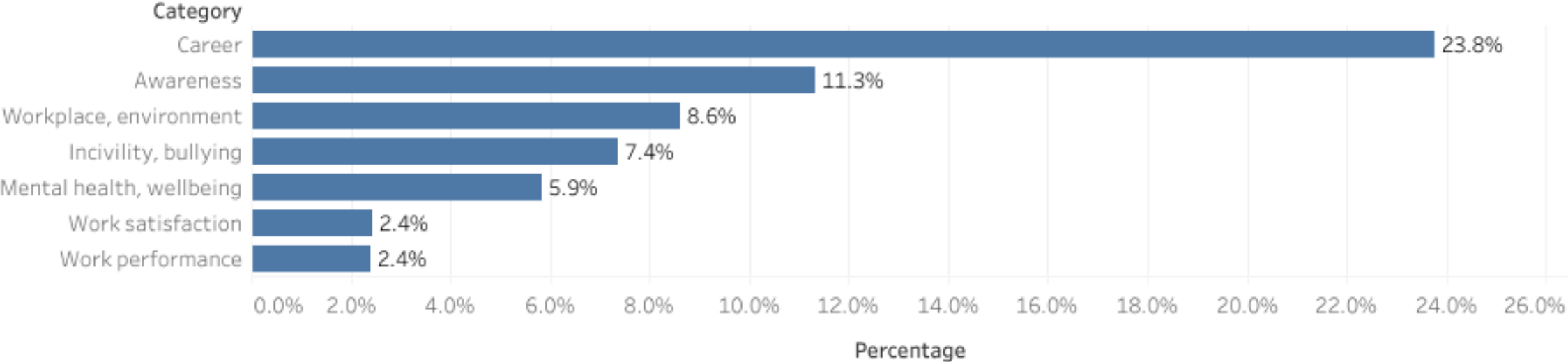
Impact

To what extent has racism in the workplace impacted your professional wellbeing? (n=5623)



Racism impact

Please describe how has racism in the workplace has impacted your professional well-being. (comment categories, shortened)



Racism impact

Please describe how has racism in the workplace has impacted your professional well-being. (verbatim quotes)

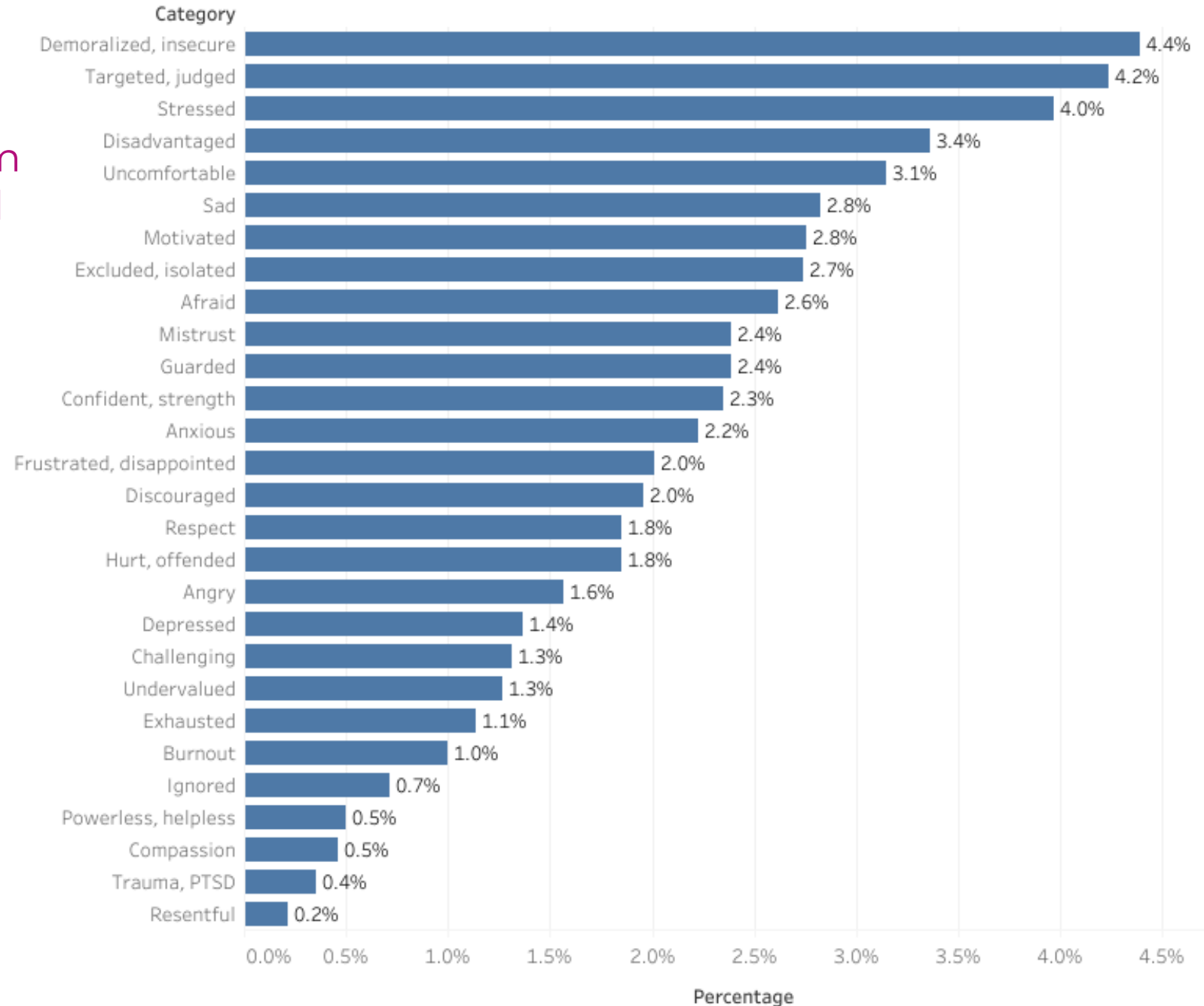
- With increasing racial awareness, I'm **becoming more aware of my white privilege**, which resulted in shame and sadness initially, now moving more in the direction of action and compassion.
- As nurses **we need to unlearn much of what we thought we knew about racism** -- and get comfortable being uncomfortable about our profession and our own way of being - - need to see nursing through a new lens and be open to what we might see versus stating that racism does not exist
- Feel the sting of racism but I **continue to excel** in my field.
- I smile or laugh at them and keep on moving.
- So far I have **not allowed it to affect me** emotionally.
- When it comes from a patient or family members there **isn't much you can do but remain professional** and do your job. I do my best not to take it personally. You can't change how people are.
- I have felt as there was **no way I would advance in my career** at some facilities due to my race. This has caused stress, anxiety, and some depression
- 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

Racism impact

Please describe how has racism in the workplace has impacted your professional well-being. (mental health subcategories)

Note 1: Values are derived from direct mentions of the topic. Presence of any item may be higher than indicated. Importantly, look at relationship between items for relative significance.

Note 2: Values reflect the entire sample population, so percentages are roughly half of what their value would be within the negatively impacted subgroup.



Racism impact

Please describe how has racism in the workplace has impacted your professional well-being. (mental health, verbatim quotes)

- I have felt as there was no way I would advance in my career at some facilities due to my race. This has caused **stress, anxiety, and some depression.**
- I have been treated for **anxiety, depression, and hypertension.** I have taken a lot of time off to get away from my abusive administrator. I am at the point of burnout, looking for a career change.
- Makes me feel **less human.**
- I have felt feelings of **inferiority and voicelessness.**
- Made me feel **worthless**.... given me anxiety, I no longer apply for higher positions.
- Decreases **morale, confidence level, self-esteem,** etc. Having the sense of not being taken seriously.
- I started to **question my self worth** and abilities to do jobs below my skill set.
- You do not ask for assistance and never feel apart of the team. You **don't feel valuable or that you belong.** You do everything by yourself without reaching out for help.
- It makes me be more cautious of what I say. I often find myself overthinking interactions and being more reserved to fit in... and [to] **be less noticeable.**
- I have felt **stressed out to the point of having to take vacation days** because I did not want to be in a racist environment. I was fired unfairly and had to **file an EEOC report.**
- I have **PTSD** from the way I was treated. I saw a therapist and was prescribed antidepressants.

Racism impact

Please describe how has racism in the workplace has impacted your professional well-being. (mental health, verbatim quotes)

I have had times when I just wanted to cry while at work because of conversations by other nurses that are going on around me about patients who are African American or Mexican or Middle Eastern. I've had subordinates clearly defy me and refuse to take standard assignments. I've had other nurses question my nursing care in front of patients without warrant. **All of this is mentally straining and causes distress that may cause some to quit but I have stood strong and prevailed through 20 years of being a RN.**



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Thank you