



RNAO

Registered Nurses' Association of Ontario
L'Association des infirmières et infirmiers
autorisés de l'Ontario

the VOICE for
registered nurses,
nurse practitioners
and nursing students
in Ontario

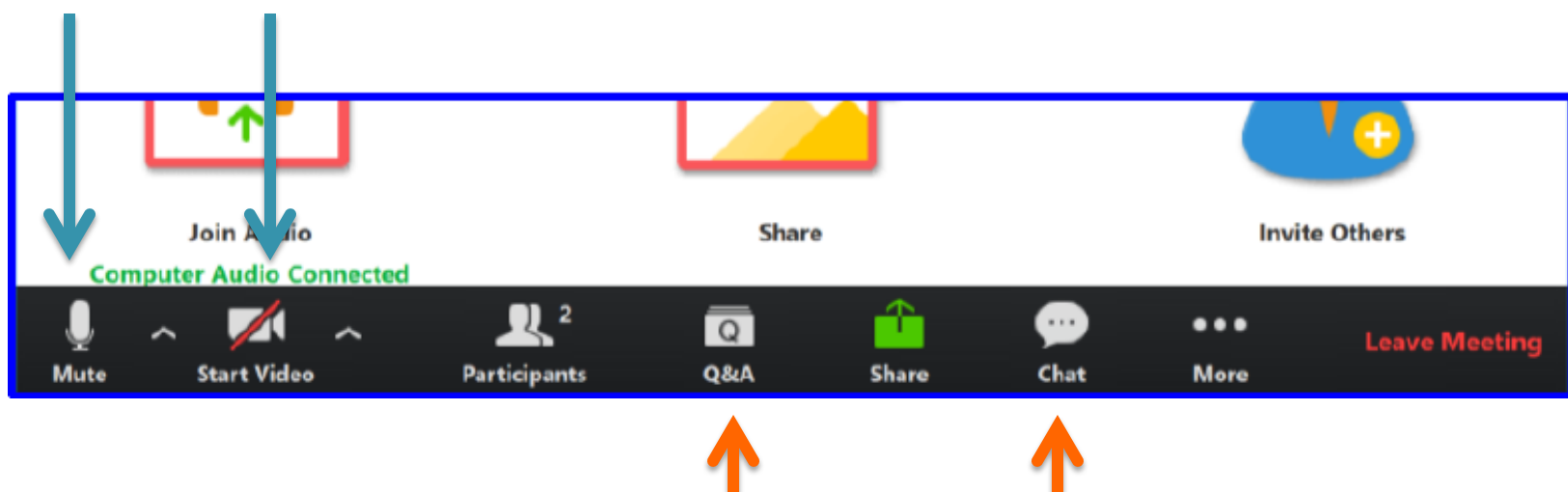
*Let's Talk about Anti-Black Racism and
Discrimination in Nursing: Webinar Series*

Understanding Anti-Black Racism in the Education System: From Preschool to Graduate School

August 17, 2020
6:45pm-8:15 pm

Thank you for joining!
The webinar will begin shortly.

Using ZOOM Webinars



- Only panelists have audio/video privileges
- Please type questions and/or comments in the **Q&A** or **Chat** box throughout webinar
- There will be an opportunity for participants to share personal reflections (audio and/or video)
- Participation in polls is optional (anonymous)
- Session is recorded

AGENDA

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Time	Topic	Speakers
6:45-6:50	Welcome and opening remarks	Dr. Doris Grinspun , CEO of RNAO RN, MSN, PhD, LLD(hon), Dr(hc), FAAN, O. ONT.
6:50-7:00	Update: RNAO's Black Nurses Task Force	Dr. Angela Cooper Brathwaite , RN, BN, MN, PhD NP Corsita Garraway , BScN, MScN-FNP RN(EC)
7:00-7:15	Speaker #1: Toronto District School Board (TDSB) Perspective	Jacqueline Spence , Superintendent of Equity, Anti-Racism, Anti-Oppression and Early Years, TDSB
7:15-7:30	Speaker #2: Research Perspective	Keisha Jefferies , RN, PhD(C), School of Nursing- Dalhousie University
7:30-7:45	Questions & Answers	ALL
7:45-8:10	Share personal reflections: From preschool to graduate school	ALL
8:10-8:15	Calls to action	Brittany Groom , RN, BNSc, MN

Welcome and Opening Remarks



Dr. Doris Grinspun, RNAO CEO
RN, MSN, PhD, LLD(hon), Dr(hc), FAAN, O. ONT.

RNAO mourns the death of George Floyd and all those who have succumbed to anti-Black racism and violence.

RNAO stands together with sisters and brothers who continue to suffer the scourge of anti-Black racism and discrimination everywhere. RNAO unequivocally condemns racism, oppression and discrimination in all forms. In light of recent atrocities in the United States, Canada and around the world, we stand in solidarity with the loved ones of those who have suffered at the hands of law enforcement and those who experience gross inequities because of the colour of their skin.

#BlackLivesMatter

#ICantBreathe #BlackLivesMatter

Read RNAO's statement on racism and discrimination:

<https://rnao.ca/news/media-releases/2020/06/03/rnao-stands-together-our-black-sisters-and-brothers>

Webinar Objectives

- Provide a brief overview of the **historical context** of Anti-Black racism within Ontario and Canada's education sector
- Discuss anti-Black racism and systemic inequities within Ontario's largest district **school boards**—with a focus on how new findings affect black people from preschool through to graduate education
- Describe some of the impacts of systemic anti-Black racism on **enrollment** in 'academic vs. applied' course streams and 'college vs. university' post-secondary pathways
- Describe systemic barriers that impede **opportunities** for Black students to succeed in the education system
- Highlight **strategies** and **approaches** to address anti-Black racism and discrimination in **nursing educational programs**
- Discuss opportunities for the supportive practice of **mentoring** in educational systems for **Black nurses**

Poll



Update on Black Nurses Task Force

RNAO'S BLACK NURSES TASK FORCE

TACKLING ANTI-BLACK RACISM AND
DISCRIMINATION WITHIN THE
NURSING PROFESSION

Co-Chairs:

Angela Cooper Brathwaite & Corsita Garraway



Meeting #1:

July 29, 2020

Mandate:

To actively tackle anti-Black racism and discrimination within the nursing profession – its organizations, regulatory body, associations and the broader health system targeted towards and experienced by Black nurses.

Meet the Speakers



Jacqueline Spence

System Superintend, Anti-racism,
Anti-oppression, EarlyOn, EDP
Toronto District School Board



Keisha Jefferies

RN, PhD Candidate,
School of Nursing,
Dalhousie University

Understanding Anti-Black Racism in the Education System: From Preschool to Graduate School

Monday August 17, 2020



Understanding Anti-Black Racism in the Education System: From Preschool to Graduate School

- Stephen Lewis Report on Race Relations in Ontario, 1992
- TDSB begins collection of demographic data
- Towards Race Equity in Education: the Schooling of Black Students in the Greater Toronto Area, April 2017, Dr. Carl James with Tana Turner
- Review of York Region District School Board, Suzanne Herbert and Patrick Case, 2017
- Review of the Peel District School Board, 2020

Anti-Black Racism at the TDSB

- December 2017 Toronto District School Board Engaged in one of the largest consultations which resulted in “The Enhancing Equity Task Force” report
- Report cited many barriers faced by Black students in classrooms and schools
- Director’s Response to the report was interpreted through the priorities in the Multi-Year Strategic Plan
- A Strategy for Black Student Achievement and Excellence
- Transforming Student Learning: Toward the Excellence in the Education of Black Students

5 areas of focus

- Leadership Development
- Pathways & Transitions
- Special Education
- Suspensions and Expulsions
- Early Years

What our data tells us about the experiences of Black students at the TDSB

- Black students in general are less satisfied with their overall school experiences, more likely to report being bullied physically, and have less positive relationships with adults and peers in school (Yau et al.,2015)
- By the time Black students finish high school, 42% have been suspended at least once compared with 18% of other students (James and Turner, 2017)

Next Steps

- TDSB will fund a new *TDSB Centre of Excellence for Black Student Achievement*

The first of its kind in public education in Canada

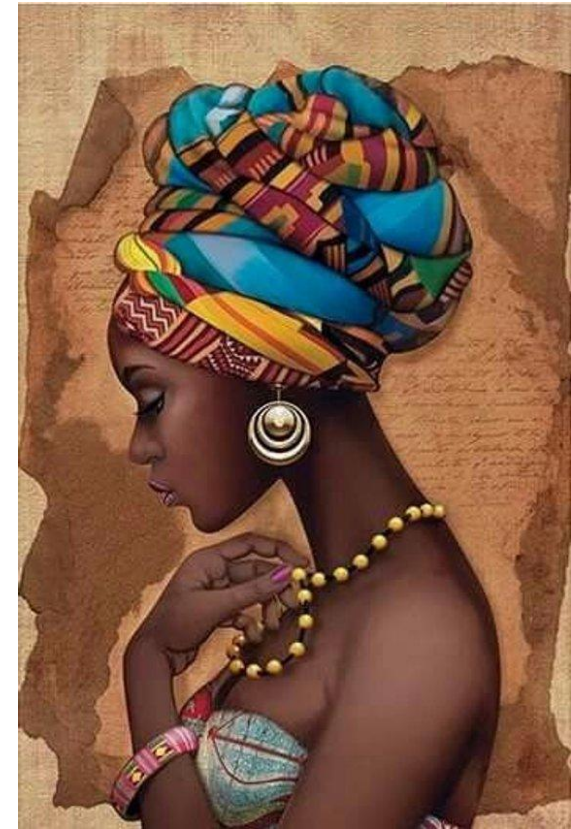
The Centre is one of TDSB's responses to dismantle anti-Black racism within the school board and improve both experiences and outcomes for Black students

THANK YOU



Advocacy and Research to Address Anti-Black Racism in Nursing

Keisha Jefferies PhD(c), MN, RN
RNAO: Anti-Black Racism Webinar
August 17th, 2020



Overview



- Personal Location
- Recognition of Black nurse leaders
- Dissertation
- Nursing Advocacy and Activism

Personal Location

- African Nova Scotian
- BSc – Biology' 2010
- BScN' 2013
 - Neonatal nursing
 - Breastfeeding
- MN'17
 - Breastfeeding policy in Tanzania
- Mommy
 - 17/10/17





JOHNSON SCHOLARSHIP
Foundation



Building Research for Integrated Primary Healthcare



Strategy for Patient-Oriented Research



Putting Patients First 



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supérieures du Canada

Vanier
Canada Graduate
Scholarships

MacEachen

INDEPENDENT. INFORMED.



Lauréats
KILLAM 
Laureates



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UNIVERSITY 2018

researchNS

ADVANCING INNOVATION



Early Struggles in Nursing

- Black women denied participation in War efforts
 - Black Cross Nurses (1914-1918) – care; first aid
- Not admitted until late 1940s/ early 1950s
 - Pressure from community
 - Influx during 1960s
 - Difficult to be admitted – forced south
 - United States (1870s)

Systemic Roots

- Racism and slavery in Canada
 - 1600s enslaved or “freed”
 - Intergenerational trauma
- Segregation (formal and informal)
 - Education, housing, burial
- New and old racism
 - Overt vs. systemic processes
- Image of “nurse” vs. image of Black women
 - Feminine – middle-class; white
 - Brute; lacking intelligence; lazy
- **All of which maintain systemic and institutional oppression**



Bernice Redmon

Toronto-born – US educated

REFUSED entry into Canadian nursing schools

Nursing diploma from Virginia

NS Department of Public Health (Sydney; 1945)

First Black woman appointed to the Victorian Order of Nurses in Canada

ONA celebrates

Black History Month

In February



Equity.
Courage.
Diversity.

www.ona.org

Ruth Bailey & Gwennyth Barton

First African Canadians to
earn diplomas from
Canadian nursing school.

Graduated from the
Grace Maternity School
of Nursing (Halifax) in
1948.

(Flynn, 2009)

Retrieved from: <https://www.ona.org/news-posts/black-history-month-2019/>



Clotilda Yakimchuk

Whitney Pier, Cape Breton

First Black graduate of the
Nova Scotia Hospital SoN
(1954)

First Black president elect
of CRNNS (1988)

Received the Order of
Canada in 2003.



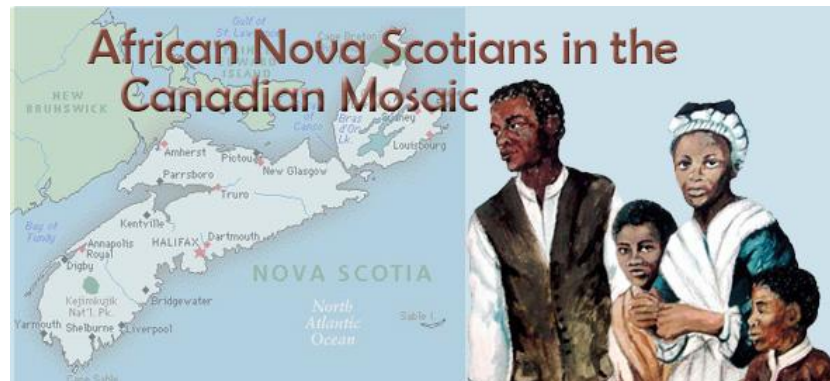
PhD Research



And Still We Rise! African Nova Scotian Nurses Leading Change

African Nova Scotians

- Indigenous Black people
 - Arrived in 1600s; enslaved or “free”
 - 2.4% of NS population (22,000)
 - Rich history & SES challenges
- 2014 UN Declaration of 2015-2024 as the Decade for People of African Descent



(ANSA, 2016; Pachai, 1997)

Nursing Leadership



- Instilled throughout education (all levels)
- Shifts in health care policy, practice and structure
- Competencies and capacities
- Formal (managers, charge nurses) and informal (mentoring, coaching)

(CNA, 2009; Downey, Parslow & Smart, 2011; Ferguson, 2015; Huston, 2008)

Nursing While Black in Canada

- Documented cases of racism in ON and PQ
 - Historic settlements
 - Perpetrated by patients, colleagues*, superiors
 - Countless undocumented/ untold stories
- Concentrated in entry-level; non-specialty; unlicensed clinical roles
- Underrepresented in advanced practice; leadership & specialty care
- Practicing on the margins of the profession

(Calliste, 1996; Das Gupta, 1996; 2009; Etowa et al., 2009; Flynn, 2009; Hagey et al., 2001; Keddy, 2018 Premji & Etowa, 2014)

State of the Literature

- Heavily dominated by American literature
 - HBCUs
 - Race-based data
- Canadian research
 - Immigrant nurse experience
 - Central Canada
- Little research on the ANS experience in nursing esp. leadership

Problem

- There is a dearth of evidence regarding the experiences and representation of ANSs in nursing leadership.

Research Purpose

- To uncover the leadership experiences of African Nova Scotian nurses in health care practice.

Research Questions

- How does race, class and gender interact to influence the leadership of ANS nurses?
- How do ANS nurses perceive leadership?

Purpose and Objectives

Methodology

- **Black Feminist Theory** (Collins, 2000; Davis, 1981; hooks, 1984; Lorde, 1984)
 - Experiences, ideas and interpretations of Black women
 - Focuses on intersecting oppression of race, class, gender and more
 - Collective experience
- **Critical Discourse Analysis** (Hodge, 2008; van Dijk, 1993; 1995; 2013)
 - Studies text and social use of language
 - Production and reproduction of power through discursive, social and cognitive structures
 - Collective and individual concern

Data Collection



- Participant Interviews
 - One-on-one
 - Semi-structured
- 18+ ANS nurses (LPN, RN, APN)
- Sampling: Purposive – snowball and maximum variation



Data Analysis

Informed by BFT

3-dimensional
framework
developed by van
Dijk

3-Dimensional Framework

Component	Description
Discourse Structure	Talk and Text; Language; Words used by participants; multiple levels
Social Structure	Power in relation to social, institutional and systemic processes/ policies and practices
Cognitive Structure	Interface between Discourse and Social Structures; perception of experience

TIMELINE TO COMPLETION

Dissertation by Manuscript

- Complete:
 - Coursework
 - Comps
 - Proposal
 - Ethics
 - Data Collection
- Remaining:
 - Data Analysis (Fall/ Winter, 2020)
 - Write up (Spring/ Summer, 2020)
 - Knowledge Translation and Dissemination

Nursing Advocacy and Activism



Communities of practice

Equitable admissions

Abolition

COMMUNITY OF BLACK STUDENTS IN NURSING

A student led peer-mentoring group for current and prospective Black nursing students and recent grads.



Formation of CBSN

- Personal experience navigating nursing.
- Feedback from engagement activities with PLANS.
- Gaps in recruitment, representation and retention.
- Collaborative effort with Michelle Patrick.
- Facilitated by nursing students and supported by PLANS.

Objectives

- Personal Development: Provide a safe space for students to discuss concerns/ issues.
- Research: Increase involvement in research and scholarly activity.
- Community Outreach: Foster strong relationships in the Black community across NS.
- Mentorship: Facilitate communication between students and peers; faculty.
- Academics: Discuss strategies success and continuing education.
- Professional Development: Licensing, registration, NCLEX, certifications, etc.

EVENTS AND HIGHLIGHTS

2017-Present

- Inaugural kick-off event
- CRNNS informative session
- Career paths panel x2
- Poster presentations at conferences
- Self-care workshop
- Involved in Black Research Symposium
- Facebook
- Peer-mentoring!!

Equitable Admissions

- *Issue: Pipeline → Black students streamline/ funneled into alternative programs
- Faculty of Graduate Studies
 - Raising issues
 - Consulting/ Advisory ANS student role
- SON
 - Letters
 - Committee Work

Black Nurses Network – Nova Scotia

- Loading...

Abolition of Police and Prison

- Cannot talk about health without abolition
- Position Statement:
 - More than 1000 signatures – nurses and allies
 - Translated in French, Spanish and German
 - Published as Letter to Editor in *Public Health Nursing*



Recommendations

- Representation (visibility and accessibility) within faculty
- Modifications to curriculum
- Allyship and creation of safe space
- Transparency and communication in application process
- Ownership of process and prioritize facilitating success
- **STRUCTURAL CHANGES**

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QUESTIONS & ANSWERS

Anti-Black Racism in the Educational System

Poll





PERSONAL REFLECTIONS

Anti-Black Racism in the Educational System

Long-Term Care

Action Alert

Demand government implement full
Nursing Home Basic Care Guarantee

Hiring must start in August

**Nursing Home
Basic Care
Guarantee**



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8,000 who
have written
to Premier
Ford
demanding
action***

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[RNAO.CA/COVID19/MASKATHON](https://RNAO.ca/covid19/maskathon)



RNAO WEBINARS FOR AUGUST

HEALTH SYSTEM TRANSFORMATION & COVID-19
LONG-TERM CARE
BLACK NURSES TASK FORCE



SAVE THE DATES

**For more information, and to register,
Visit [RNAO.ca](https://rnao.ca)**

Monday, September 21(6:45-8:15 pm)



RNAO WEBINAR SERIES: RNAO'S BLACK NURSES TASK FORCE

LET'S TALK ABOUT ANTI-BLACK RACISM & DISCRIMINATION IN NURSING

THIRD MONDAY OF EVERY MONTH 6:45 - 8:15 P.M. ET
(JULY 20, AUG. 17, SEPT. 21, OCT. 19, NOV. 16)

Register here: RNAO.ca/events

THANK YOU FOR PARTICIPATING AND SHARING YOUR EXPERIENCES

RNAO'S BLACK NURSES TASK FORCE

TACKLING ANTI-BLACK RACISM AND
DISCRIMINATION WITHIN THE
NURSING PROFESSION

For more information on the Black Nurses Task Force , contact RNAO support staff:

Brittany Groom, Health Policy Analyst – bgroom@RNAO.ca

Kyle Dieleman, Coordinator – kdieleman@RNAO.ca