



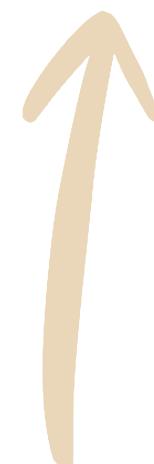
# Confronting Anti - Black Racism: Advancing Equity and Supporting Black RPNs

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# Introduction

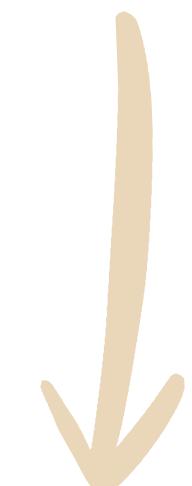
B.R.A.V.E



Relevance of  
Work



Current  
Project Stage



SSHRC-PEG

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# Background

- Burnout and exhaustion (Cooper Brathwaite et al., 2023)
- Effect on recruitment and retention (Jefferies et al., 2025)
- Depression and isolation (RNAO, 2022)
- Lack of support and strain on family life (Hurtado et al., 2012)
- Dearth of research on racism within nursing and experienced by RPNs (Prendergast, 2024)
- Black and Indigenous community health is most affected by healthcare (Cénat et al., 2023; Nguyen et al., 2020).



# What is Anti - Black Racism?

“Anti-Black racism includes prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their **unique history** and **experience** of enslavement. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, such that anti-Black racism is either functionally normalized or **rendered invisible** to the larger white society. Anti-Black racism is manifested in **the legacy** of the current social, economic and political marginalization of Black people in Canada in society such as the lack of opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system” (Government of Canada, n.d.).

## How does ABR Impact Us?

Public Health Agency of Canada (2020) recognized Anti - Black Racism (ABR) as one of the core determinants of health, contributing to inequities in various socio-political systems—including but not limited to education, employment, and housing.



# 90 Second Rule

Popularized by Dr. Jill Taylor, the 90-second rule is a concept often used in emotional regulation. When you experience an emotional trigger, your brain releases a surge of chemicals; these chemicals only last about 90 seconds in your body. If the emotions persist beyond 90 seconds, it is no longer the body's automatic reaction – but rather your own thoughts (TED, 2008)

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# Confronting Anti-Black Racism

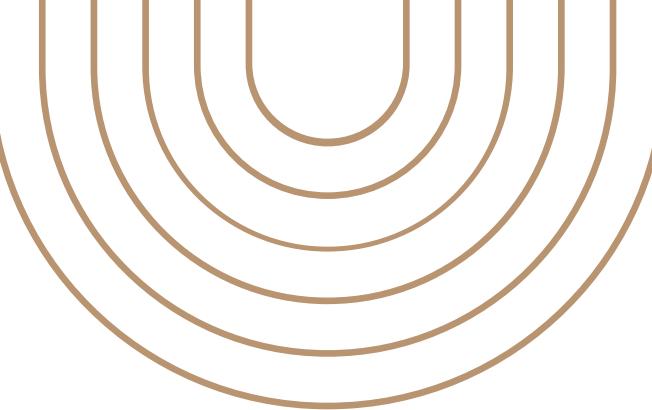
- 1. What If...
- 2. Guess Who....
- 3. Who Would...

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We want to develop a word cloud. Review the questions, and include a one-worded answer!

# Advancing Equity



## Equity

**Equity** is the principle of ensuring fair and just opportunities for people to achieve their highest level of health by addressing avoidable, unfair, and systematic barriers that create differences in outcomes (World Health Organization, 2021)

## Stereotypes: Meaning and History

A **stereotype** is an oversimplified, generalized belief about a group of people that assigns fixed characteristics to all members, often leading to biased assumptions and unequal treatment (American Psychological Society, 2023)

In the context of Black Registered Practical Nurses (RPNs), stereotypes can manifest as racialized assumptions about competence, communication style, professionalism, or work ethic, contributing to discrimination, role undervaluation, and limited career advancement (Wingfield, 2019).

# Scenarios



## Scenario A

A charge nurse continually gives Black Male RPNs heavier patient cases compared to their co-workers.

Why do you think the Charge Nurse is giving these types of assignments to the Black Male RPN?

## Scenario B

A charge nurse calls a Black RPN to their office, stating they had a complaint about them being loud and aggressive by a colleague.

How would this make you feel? If this happened to you, what would you say to the Charge Nurse?

## Scenario C

A Black RPN was not successful in obtaining a leadership position after having 5 more years of experience and further studies than their White, new graduate counterpart, who received the position. The Black RPN asks the reasons why they're not successful.

What are you aware of in this situation?

# Supporting Black RPNs

## - Call to Action

A

**Acknowledge**

S

**Support**

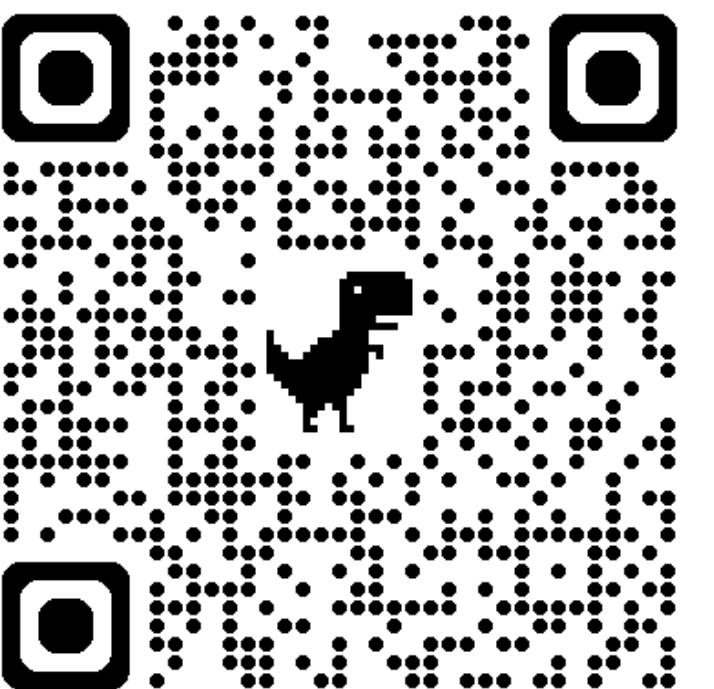
K

**Know**

To support Black RPNs, we encourage  
you to: **ASK**



# Reflection





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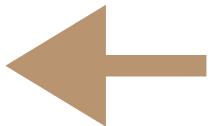
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