



Come Together

TACKLING RACISM & DISCRIMINATION IN NURSING

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SINCE TIME

Aamjiwnaang ~ Abegweit ~ Abitibiwinni ~ Acadia ~ Acho Dene Koe ~ Adams Lake ~ Ahousaht ~ Ahtahkakoop ~ Aitchelitz ~ Akisqnuq ~ Aklavik ~ Alderville ~ Alexander ~ Alexis Nakota Sioux ~ Algonquins of Barrière Lake ~ Algonquins of Pik-wākanagān ~ Animbiigoo Zaagi'igan Anishinaabek ~ Anishinaabeg of Naongashiing ~ Anishinabe du Lac SimonūAnnapolis Valley ~ Arctic Bay Aroland ~ Arviat ~ Ashcroft ~ Athabasca Chipewyan ~ Atikamekw d'Opitciwan ~ Atikamekw de Anawan ~ Attawapiskat ~ Awa'etlala ~ Baker Lake ~ Barren Lands ~ Bathurst Inlet ~ Bear River ~ Beardy's & Okemasis ~ Bearskin Lake ~ Beausoleil ~ Beaver ~ Beaver Lake Cree ~ Beaverhouse ~ Beecher Bay ~ Behdzi Ahda ~ Berens River ~ Betsiamites ~ Big Bear ~ Big Grassy ~ Big Island Lake Cree ~ Big River ~ Bigstone Cree ~ Biinjitiwabi ~ Zaaging Anishnabek ~ Birch Narrows ~ Birdtail Sioux ~ Bkejwanong Territory ~ Black Lake Denesuline ~ Bloodvein ~ Blueberry ~ Bonaparte ~ Boothroyd ~ Boston Bar ~ Bridge River ~ Brokenhead Ojibway ~ Brook ~ Brunswick House ~ Buffalo Point ~ Buffalo River ~ Bunibonibee Cree ~ Burnt Church ~ Caldwell ~ Cambridge Bay ~ Canoe Creek ~ Canoe Lake Cree ~ Canu-Iswakpa Dakota ~ Cape Dorset ~ Carcross/Tagish ~ Carry the Kettle ~ Cat Lake ~ Cayoose Creek ~ Chacachas ~ Chakastapaysin of the Cree ~ Champagne-Aishihik ~ Chapel Island ~ Chapleau Cree ~ Chawathil ~ Cheam ~ Chehalis ~ Chemainus ~ Chemawawin Cree ~ Cheslatta ~ Chesterfield Inlet ~ Chipewyan Prairie ~ Chippewa of the Thames ~ Chippewas of Georgina Island ~ Chippewas of Kettle & Stony Point ~ Chippewas of Mnjikaning (Rama) ~ Chippewas of Nawash ~ Chippewas of Saugeen ~ Clearwater River Dene ~ Clyde River ~ Cold Lake ~ Coldwater ~ Conseil de la Innu Matimekush ~ Lac-John ~ Conseil des Atikamekw de Wemotaci ~ Constance Lake ~ Cook's Ferry ~ Coral Harbour ~ Cote ~ Couchiching ~ Cowesseset ~ Cowichan Tribes ~ Cree of Chisasibi ~ Cross Lake ~ Cumberland House Cree ~ Curve Lake ~ Da'naxda'xw ~ Dakota Plains ~ Dakota Tipi ~ Dauphin River ~ Day Star ~ Daylu Dena ~ Dease River ~ Dechi Laot'l ~ Deer Lake ~ Deh Gah Got'ie ~ Delaware ~ Deline ~ Dene Tha' ~ Dene Tsa'a Tse K'Nai ~ Deninu K'ue ~ Ditidaht ~ Dog Rib Rae ~ Doig River ~ Dokis ~ Driftpile ~ Duncan's ~ Dzawada'enuxw ~ Eabametoong ~ Eagle Lake ~ Eagle Village-Kipawa ~ Eastmain ~ Ebb and Flow ~ Eel River ~ Eel River Bar ~ Ehattesaht ~ Elsipogtog ~ English River ~ Enoch Cree ~ Ermineskin Cree ~ Esdilahg ~ Esk'etemc ~ Eskasoni ~ Esquimalt ~ Essipit ~ Fairford ~ Fisher River Cree ~ Fishing Lake ~ Flying Dust ~ Flying Post ~ Fond du Lac ~ Fort Denesuline ~ Fort Albany ~ Fort Folly ~ Fort Good Hope ~ Fort McKay ~ Fort McMurray ~ Fort Nelson ~ Fort Severn ~ Fort William ~ Fountain ~ Fox Lake Cree ~ Frog Lake ~ Gamblers ~ Gameti ~ Garden Hill ~ Gaspé ~ Gesgapegiag ~ Ginoogaming ~ Gitanyow ~ Gitsegukla ~ Gitxaala ~ Gjoa Haven ~ Glooscap ~ God's Lake ~ Gordon ~ Grand Rapids ~ Grassy Narrows ~ Grise Fiord ~ Gull Bay ~ Gus'gimuxw ~ Gwa'sala-Nakwaxda'xw ~ Gwat'sinux ~ Gwawa'enux ~ Gwichya ~ Gwich'in ~ Hagwilget ~ Halalt ~ Halfway River ~ Hall Beach ~ Hartley Bay ~ Hatchet Lake Denesuline ~ Heart Lake ~ Heiltsuk ~ Henvey Inlet ~ Hesquiaht ~ Hiawatha ~ High Bar ~ Hollow Water ~ Homalco ~ Hornepayne ~ Horse Lake ~ Hupacasath ~ Huron-Wendat ~ Huu-ay-aht ~ Igloolik ~ In-Shuck-ch ~ Innu Takuaikan Uashat Mak Mani-Utenam ~ Inuvik ~ Iqaluit ~ Iskut ~ Iskutewizaagegan ~ Island ~ Island Lake ~ James Smith Cree ~ Jean Marie River ~ Joseph Bighead ~ Katlodeeche ~ K'ómoks ~ Ka:'yu:k't'h'/Che:k:tlas7et'h' ~ Ka'a'gee Tu ~ Kahkewistahaw ~ Kahnawake ~ Kainai ~ Kamloops ~ Kanaka Bar ~ Kanesatake ~ Kapawe'no ~ Kasabonika Lake ~ Kashechewan ~ Katzie ~ Kawacatoose ~ Kee Way Win ~ Keeseekoose ~ Keeseekoowenin Ojibway ~ Kehewin Cree ~ Key ~ Kimmirut ~ Kingfisher ~ Kingsclear ~ Kinistin ~ Kinonjeoshtegon ~ Kispiox ~ Kitamaat ~ Kitasoo ~ Kitchenuhmaykoosib Inninuwug ~ Kitchisakik ~ Kitigan Zibi Anishinabeg ~ Kitseelas ~ Kitsumkalum ~ Klahoose ~ Kluane ~ Ktunaxa ~ Kugaaruk ~ Kugluktuk ~ Kwadacha ~ Kwakiutl ~ Kwanlin Dūn ~ Kwantlen ~ Kwaw-kwaw-a-pilt ~ Kwiakah ~ Kwicksutaineuk ~ Kwikwetlem ~ Lac des Mille Lacs ~ Lac La Croix ~ Lac La Ponge ~ Lac Seul ~ Lake Babine ~ Lake Cowichan ~ Lake Manitoba ~ Lake St. Martin ~ Lax Kw'alaams ~ Laxgalts'ap ~ Lennox Island ~ Leq'a:mel ~ Les Innus de Ekuanitshit ~ Lheidl T'enneh ~ Lhoosk'uz Dene Lhtako Dene Liard River ~ Liidlii Kue ~ Lil'wat ~ Listuguj Mi'gmaq ~ Little Black Bear ~ Little Black River ~ Little Grand Rapids ~ Little Pine ~ Little Red River Cree ~ Little Salmon/Carmacks ~ Little Saskatchewan ~ Long Lake ~ Long Point ~ Loon River ~ Louis Bull Tribe ~ Lower Kootenay ~ Lower Similkameen ~ Lubicon Lake ~ Lucky Man Cree ~ Lutsel K'e Dene ~ Lyackson ~ Lytton M'Chigeeng ~ Ma'amtigila ~ Madawaska ~ Maliseet ~ Magnetawan ~ Maiyoo Keyoh ~ Makwa Sahgaiehan ~ Malahat ~ Mamalilikulla ~ Marten Falls ~ Matachewan ~ Matsqui ~ Mattagami ~ McDowell Lake ~ Membertou ~ Metis ~ Metlakatla ~ Miawpukek ~ Michipicoten ~ Mikisew Cree ~ Millbrook ~ Mishkeegogamang ~ Missanabie Cree ~ Mississauga of New Credit ~ Mississauga of Scugog Island ~ Mistawasis ~ Mistissini ~ Moccreebec ~ Mohawk of Akwesasne ~ Mohawks of the Bay of Quinte ~ Montagnais de Natashquan ~ Montagnais de Pakua Shipi ~ Montagnais de Unamen Shipu ~ Montagnais du Lac St. Jean ~ Montana ~ Montreal Lake Cree ~ Moose Cree ~ Moose Deer Point ~ Moosomin ~ Moricetown ~ Mosquito ~ Mowachaht/Muchalaht ~ Munsee-Delaware ~ Muscowpetung ~ Mushuau Innu ~ Muskeg Lake ~ Muskoday ~ Muskowekwan ~ Muskrat Dam Lake ~ Musqueam ~ N'Quatqua ~ Nacho Nyak Dun ~ Nadleh Whut'en ~ Naicatchewenin ~ Nak'azdli ~ Namaygoosisagagun ~ Namgis ~ Nanoose ~ Naotkamegwanning ~ Naskapi of Kawawachikamach ~ Nat'oot'ten ~ Nazko ~ Nekaneet ~ Nemaska ~ Neskantaga ~ Neskonlith ~ New Aiyansh ~ Nibinamik ~ Nicomen ~ Nigigoosisiminikaaning ~ Nipissing ~ Nisgala ~ Nlaka'pamux ~ Nooaitch ~ North Caribou Lake ~ North Spirit Lake ~ Northwest Angle 33 ~ Northwest Angle 37 ~ Nuchatlaht ~ Nuxalk ~ O'Chiese ~ Ocean Man ~ Ochapowace ~ Ochiichagwe' Babigo'ning Ojibway ~ Odanak ~ Ojibways of Batchewana ~ Ojibways of Garden River ~ Ojibways of Onegaming ~ Ojibways of Sucker Creek ~ Ojibways of the Pic River ~ Okanagan ~ Okanese ~ Old Massett ~ One Arrow ~ Oneida of the Thames ~ Onion Lake Cree ~ Oregon Jack Creek ~ Oromocto ~ Osoyoos ~ Ouje-Bougoumou ~ Pabineau ~ Pacheedaht ~ Pangnirtung ~ Paq'tnkek ~ Pasqua ~ Paul ~ Paulatuk ~ Pauquachin ~ Pays Plat ~ Peepeekisis ~ Pehdzeh Ki ~ Pelican Lake ~ Pelt'iq't ~ Penelakut ~ Penticton ~ Peter Ballantyne Cree ~ Peter Chapman ~ Peters ~ Pheasant Rump Nakota ~ Piapot ~ Pic Mobert ~ Pictou Landing ~ Piikani ~ Pikangikum ~ Pimicikamak ~ Pinaymootang ~ Pine Creek ~ Pond Inlet ~ Popkum ~ Poplar Hill ~ Poplar Point ~ Poplar River ~ Poundmaker Cree ~ Première Malecite de Viger ~ Qayqayt ~ Qikiqtarjuaq ~ Qualicum ~ Quatsino ~ Rainy River ~ Rankin Inlet ~ Red Bank ~ Red Earth ~ Red Pheasant ~ Red Rock ~ Red Sucker Lake ~ Repulse Bay ~ Resolute ~ Rolling River ~ Roseau River Anishinabe ~ Ross River Dena ~ Sachigo Lake ~ Sachs Harbour ~ Saddle Lake ~ Saginok Anishnawbek ~ Sagkeeng ~ Saik'uz ~ Saint Mary's ~ Sakimay ~ Salt River ~ Sambaa K'e Dene ~ Samson Cree ~ Sand Point ~ Sandy Bay ~ Sandy Lake ~ Sanikiluaq ~ Sapotaweyak Cree ~ Saugeen ~ Saulteaux ~ Sawridge ~ Sayisi Dene ~ Scia'new ~ Scowlitz ~ Seabird Island ~ Sechelt ~ Seine River ~ Selkirk ~ Semiahmoo ~ Serpent River ~ Seton Lake ~ Shacken ~ Shamattawa ~ Shawanaga ~ Sheguiandah ~ Sheshatshiu Innu ~ Sheshegwaning ~ Shoal Lake ~ Shoal Lake Cree ~ Shuswap ~ Shxw'ow'hamel ~ Shxw'ha:y ~ Sik-e-dakh ~ Siksika ~ Simpcw ~ Sinixt ~ Sioux Valley Dakota ~ Siska ~ Six Nations of the Grand River ~ Skawahlook ~ Skeetchestn ~ Skidegate ~ Skin Tyee ~ Skowkale ~ Skownan ~ Skuppah ~ Skwah ~ Skway ~ Slate Falls ~ Smith's Landing ~ Snaw-Naw-As ~ Snuneymuxw ~ Songhees ~ Soowahlie ~ Splatsin ~ Squamish ~ Squiala ~ St. Theresa Point ~ Standing Buffalo ~ Stanjikoming ~ Star Blanket Cree ~ Stellat'en ~ Stoney Tribe ~ Sturgeon Lake Cree ~ Sucker Creek ~ Sumas ~ Sunchild ~ Swan Lake ~ Swan River ~ Sweetgrass ~ T'it'q'et ~ T'sou-ke ~ Ta'an Kwach'an ~ Tahltan ~ Takla Lake ~ Taku River Tlingit ~ Tallcree ~ Taloyoak ~ Tataskweyak Cree ~ Taykwa Tagamou ~ Temagami ~ Teslin Tlingit ~ Tetlit Gwich'in ~ Thessalon ~ Thunderchild ~ Timiskaming ~ Tl'az't'en ~ Tl'etinqox-T'in ~ Tla-o-qui-aht ~ Tla'amin ~ Tlatlasikwala ~ Tlowitsis ~ Tobique ~ Toosey ~ Tootinaowaziibeeng ~ Toquaht ~ Tr'ondëk Hwëch'in ~ Ts'kw'aylaxw ~ Tsartlip ~ Tsawout ~ Tsay Keh Dene ~ Tse'k'hene ~ Tseshaht ~ Tseycum ~ Tsi Deldel ~ Tseil-Waututh ~ Tsq'escen' ~ Tsuu T'ina ~ Tuktoyaktuk ~ Tulita Dene ~ Tzeachten ~ Uchucklesaht ~ Ucluelet ~ Ulkatcho ~ Ulukhaktok ~ Unionmaktok ~ Union Bar ~ Upper Nicola ~ Upper Similkameen ~ Vuntut Gwitchin ~ Wabaseemoong Independent ~ Wabauskang ~ Wabigoon ~ Wagmatcook ~ Wahgoshing ~ Wahnapiatae ~ Wahpeton Dakota ~ Wahta Mohawks ~ Wapekeka ~ War Lake ~ Wasagamack ~ Wasauksing ~ Washagamis Bay ~ Waskaganish ~ Waswanipi ~ Waterhen Lake ~ Wauzhushk Onigum ~ Wawakapewin ~ Waywayseecappo ~ We'kayi ~ We'koqma'q ~ Webequie ~ Weenusk ~ Wei Wai Kai ~ Wei Waijam ~ Wemindji ~ West Moberly ~ West Point ~ Westbank ~ Weymontachie ~ Wha Ti ~ Whale Cove ~ Whapmagoostui ~ White Bear ~ White River ~ Whitecap Dakota / Sioux ~ Whitefish Lake (Atikameg) ~ Whitefish Lake (Goodfish) ~ Whitesand ~ Whitewater Lake ~ Wikwemikong ~ Williams Lake ~ Witcheekan Lake ~ Wolf Lake ~ Wolinak ~ Wood Mountain ~ Woodland Cree ~ Woodstock ~ Wuikinuxw ~ Wunnumin Lake ~ Xat'sull ~ Xaxli'p ~ Xaxtsa ~ Xenigwet'in ~ Yakwekwioosse ~ Yale ~ Yekooche ~ Yellow Quill ~ Yellowknives Dene ~ York Factory ~ Young Chippewayan ~ Yunesit'in ~ Zhiibaahaasing

IMMEMORIAL





Our History





Canadian Association
of Schools of Nursing
Association canadienne des
écoles de sciences infirmières



CNSA
AEIC



CANADIAN FEDERATION
OF NURSES UNIONS



PAN-CANADIAN ASSOCIATION OF
NURSES OF AFRICAN DESCENT (PCANAD)

ASSOCIATION PANCANADIENNE DES INFIRMIÈRES ET
INFIRMIERS D'ORIGINE AFRICAINE (APIIOA)



National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé



Supporting Nurses Back into Practice



CANADIAN BLACK NURSES ALLIANCE

Alliance des Infirmières et Infirmiers Noirs du Canada

Advisory Committee

Project Aims

Review #1



To investigate the nature of racism experienced by nurses across Canada



Review #2



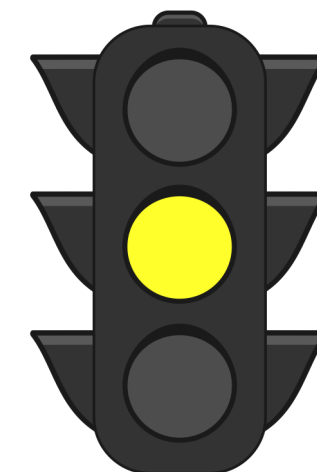
To investigate, assess and characterize the impacts of COVID-19 on nurses and also their service provision and delivery



Mixed methods study



To develop strategies to address negatives impacts of racial discrimination and the COVID-19 pandemic, for improve nurse-related and patient outcomes.





Scoping Review Questions

What is the available evidence on racism and discrimination experienced by nurses in the workplace across Canada?

What are the impacts of COVID-19 on nurses in Canada and their service provision and delivery? **results will not discussed today**



Racism

According to the UN:

"an ideology constructed that assigns a certain race and/or ethnic group to a position of power over others on the basis of physical and cultural attributes, as well as economic wealth, involving hierarchical relations where the "superior" race exercises domination and control over others."

RACISM \neq RACIAL DISCRIMINATION

Three key elements

RACIAL DISCRIMINATION

=

1) Differentiated treatment

+

2) Purpose or effect of impairing particular rights or freedoms



Discrimination

Not all differential treatments = discrimination

+

3) **Five prohibited grounds:** Race, colour, descent, or national or ethnic origin





Different forms of racial discrimination

De jure vs. de facto

- ✓ **De jure** = refers to racial discrimination that is embedded in official laws and policies
- ✓ **De facto** = refers to racial discrimination as it manifests itself in real life, in practice.



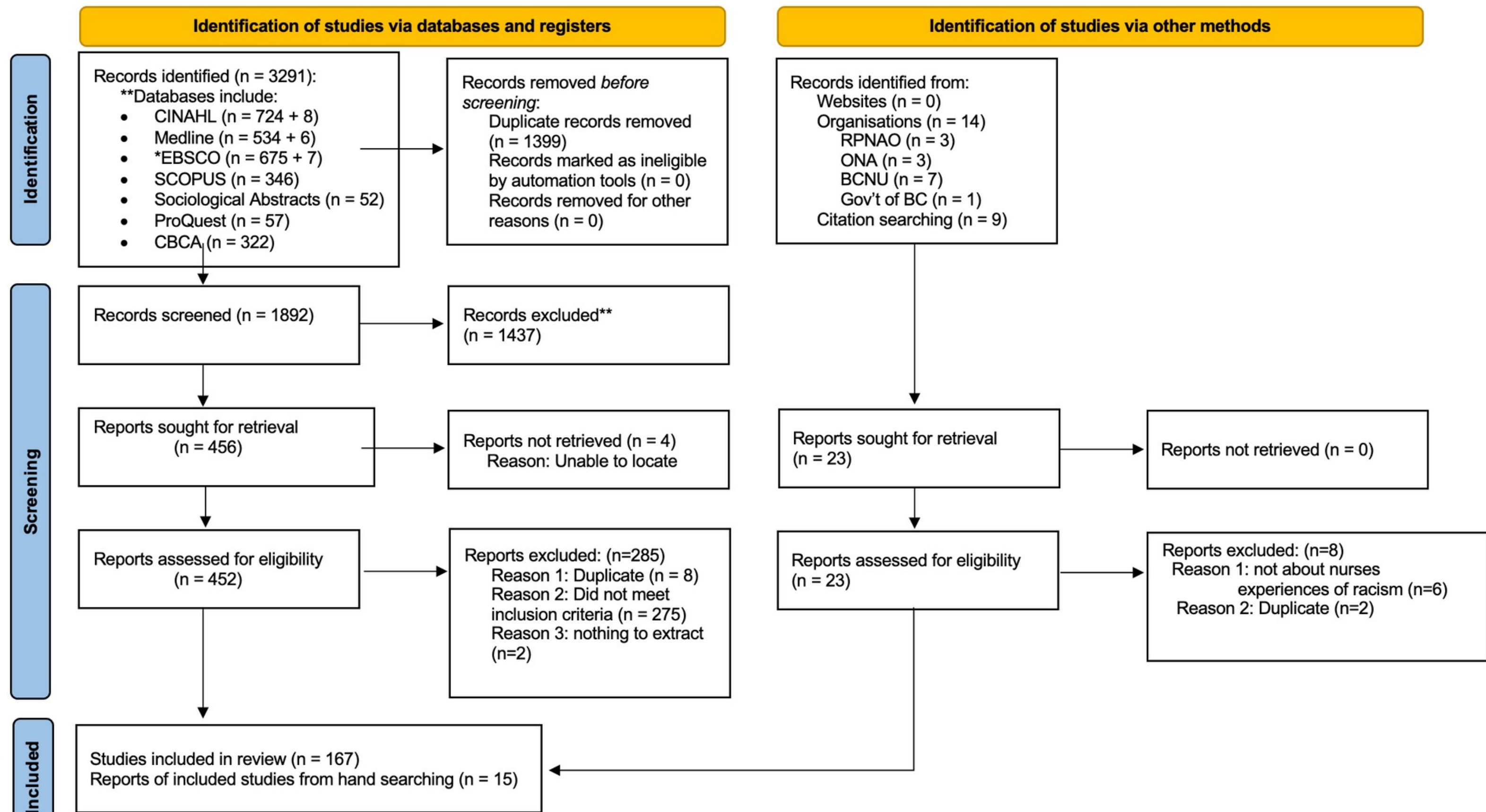
UNITED NATIONS



UNITED NATIONS
HUMAN RIGHTS
OFFICE OF THE HIGH COMMISSIONER

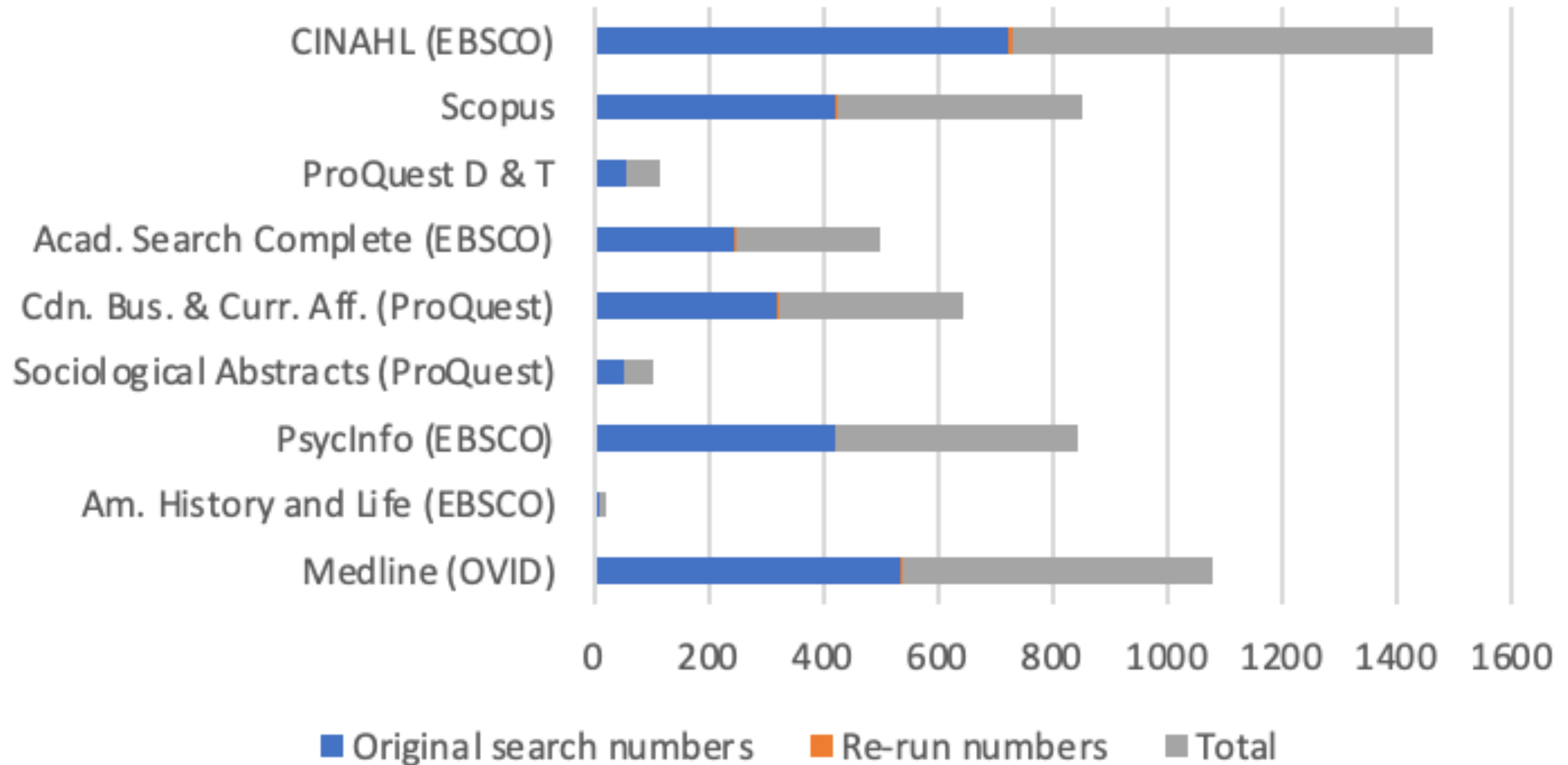
What is the available evidence on racism and discrimination experienced by nurses in the workplace across Canada?

PRISMA 2020 flow diagram for racism in nursing

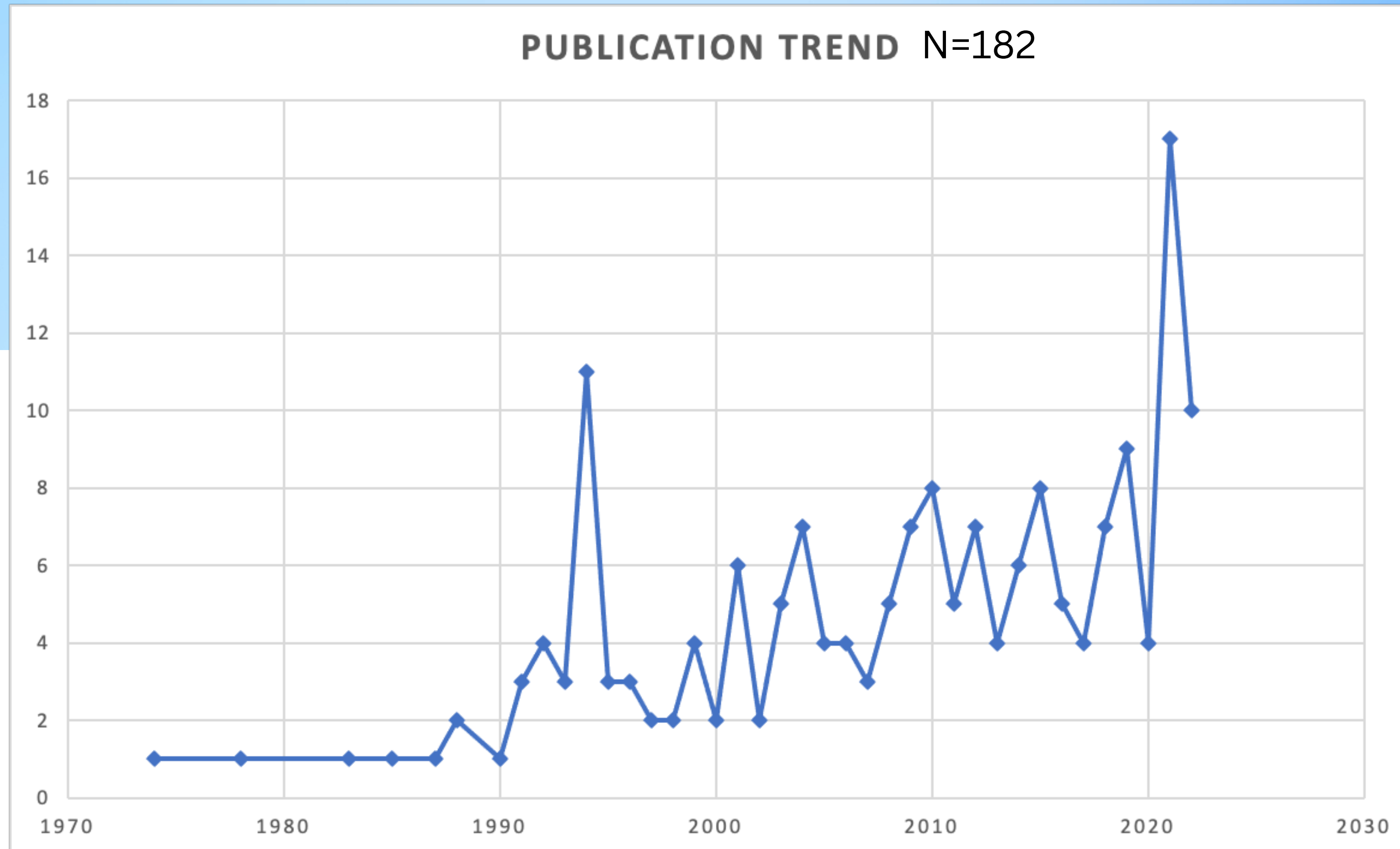


Note: *EBSCO = *PsychInfo (n = 422 + 0) *Academic Search Complete (n = 243 + 7) *America: History and Life (n = 10 + 0)

Database

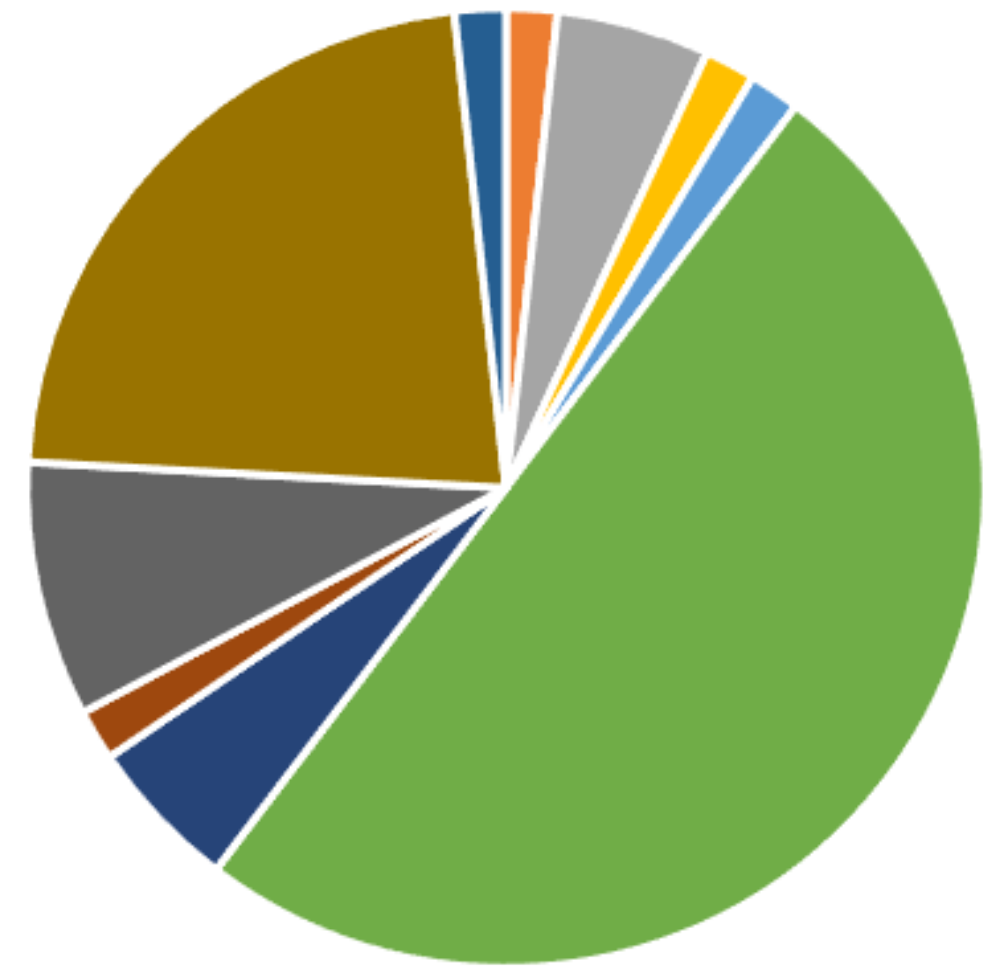


What is the available evidence on racism and discrimination experienced by nurses in the workplace across Canada?



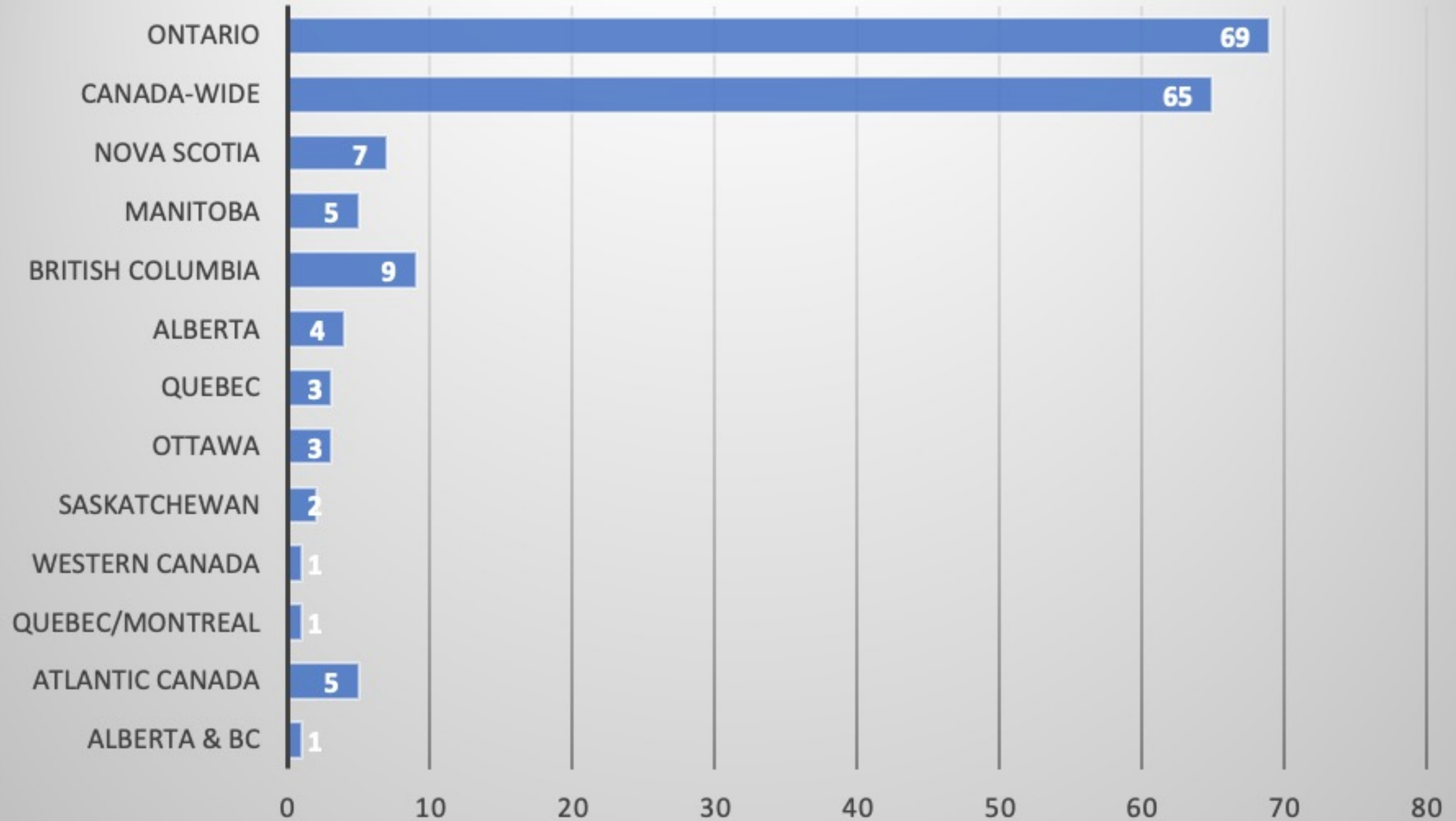


Population



- | | | |
|---------------------------|-----------------------------------|---------------------|
| ■ Population | ■ West Indian Women | ■ Indigenous Nurses |
| ■ African Canadian nurses | ■ All Regulated Nurses - ACB | ■ Black nurses |
| ■ Filipino | ■ White | ■ Male nurses |
| ■ IENs | ■ African, Caribbean, Middle East | |

Location



Racist Beginnings Persist

De Jure

- Immigration laws
- Enforcement of western philosophies
 - School admission practices
 - Lack of educational opportunities
 - Lack of moral commitment to antiracism
- Enforcement of western gendered oppression

De facto

- Harassment /violence from patients
 - Disciplinary actions
 - Hiring practices
 - Career progression
- Practice settings
- Patient assignment

Racial discrimination

Group participation



Racism or racial discrimination?

A registered nurse working in long-term facility says she heard Black nurses have lower resiliency compared to White nurses.

Racism or racial discrimination?

A review of hiring practices found that despite qualified applicants from all backgrounds, only nurses of Filipino descent were hired in the past 10 years.

Racism or racial discrimination?

An Indigenous primary care nurse working in an Indigenous community was told by their manager that they were surprised to find out that they were a “real nurse.”

Racism or racial discrimination?

The only visible minority nurse tells you that each time they walk into their patient's room, they direct them to the trash can.

De Jure or De facto?

A Black nurse is frequently subjected to racial slurs by patients, asked about where they went to nursing school, and told that they do not want them for a nurse. They have reported these instances to their manager, but the abusive behaviours by patients continue.

De Jure or De facto?

An internationally-educated nurse from **xxxxx** has recently arrived in Canada as a landed immigrant. They have been unable to obtain their provincial nursing license as their home province does not recognize their educational background. They have been told they must redo their nursing education in order to obtain their license.

De Jure or De facto?

An Indigenous nurse was told by their manager that they should get paid less than their non-Indigenous colleagues because “you don’t have to pay taxes.”

De Jure or De facto?

A visible minority nurse has worked on a medical/surgical unit for a number of years. They have recently completed an MBA with the hope that they will be considered for a leadership position. There has never been a [visible minority] nurse in a leadership position in their hospital. After speaking with another visible minority colleague, the nurse was told that any new leadership positions are already spoken for, the job descriptions are often tailored to the prospective candidate, and “don’t even bother applying because they will never hire one of us”.

Pause & Reflect

Think about your workplace, in what ways are de jure and de facto forms of racial discrimination occurring that need to be addressed?

Time for
a BREAK!



PART 3: MIXED-METHODS STUDY



Respondents (N=3593)

Not registered to work in any province (n=172)

Excluded (n=147)

- Did not answer the question (n=144)
- Excluded based on regulated title (n=3)
 - Personal care assistants (n=2)
 - Registered midwife (n=1)

Analysis sample (N=3274)

Province	Frequencies / Percentages
Alberta	932 (28.5)
Ontario	624 (19.1)
British Columbia	431 (13.2)
Manitoba	411 (12.6)
Saskatchewan	273 (8.3)
New Brunswick	245 (7.5)
Nova Scotia	242 (7.4)
Quebec	97 (3.0)
Newfoundland and Labrador	80 (2.4)
Prince Edward Island	52 (1.6)
Northwest Territories	39 (1.2)
Nunavut	23 (.7)
Yukon	18 (.5)

Characteristic	Frequencies (Percentages)
Age < 25 25-30 31-35 36-40 41-45 46-50 51-55 56-60 61-65 66-70 >70	49 (1.5) 241 (7.4) 355 (10.8) 445 (13.6) 415 (12.7) 380 (11.6) 454 (13.9) 459 (14.0) 271 (8.3) 157 (4.8) 48 (1.5)
Years of experience as nurse since first becoming regulated _median (IQR)	20.0 (11.0, 32.0)
Currently enrolled in a post-secondary program Yes No Missing	264 (8.1) 2843 (86.8) 167 (5.1)

Characteristic	Frequencies (Percentages)
Regulated title	
Registered Nurse	2966 (90.6)
Licensed Practical Nurse	155 (4.7)
Nurse Practitioner	131 (4.0)
Registered Psychiatric Nurse	22 (.7)
Number of provinces registered in_ One	3131 (95.6)
Initial nursing education_ Baccalaureate	2127 (65.0)
Place initial nursing education was completed	
Within the current province/territory of residence	2008 (61.3)
Within Canada	909 (27.8)
Outside of Canada	187 (5.7)
Missing	170 (5.2)
Worked as a regulated nurse in other country	
Yes	428 (13.1)
No	2671 (81.6)
Missing	175 (5.3)
Newly graduated nurse	
Yes	94 (2.9)
No	3006 (91.8)
Missing	174 (5.3)

Characteristics	Frequencies (percentages)
Racial group	
White	2603 (79.5)
Black	91 (2.8)
Prefer not to answer	85 (2.6)
Filipino	71 (2.2)
South Asian (e.g. East Indian, Pakistani, Sri Lankan)	67 (2.0)
Other	66 (2.0)
Not applicable	65 (2.0)
First Nations	48 (1.5)
Biracial/multiple racial	43 (1.3)
Metis	39 (1.2)
Chinese	29 (0.9)
Latin American	12 (0.4)
Southeast Asian (e.g. Vietnamese, Cambodian, Laotian, Thai)	11 (0.3)
Arab	10 (0.3)
Korean	10 (0.3)
Do not know	9 (0.3)
West Asian (Iranian, Afghan)	5 (0.2)
Japanese	4 (0.1)
Inuit	2 (0.1)
Unknown	4 (0.1)

Participants with leadership or non-leadership positions by racial category

Leadership position	White		Non-White	
	n	%	n	%
Yes	608	29	138	7
No	1133	55	197	9

DISCRIMINATION EXPERIENCES

Experiences of Discrimination at the workplace	Frequencies (percentages)
Experienced racial discrimination at the workplace _yes	368 (11.2)
Have you experienced any gender-based discrimination in your workplace or during your nursing career? _yes	693 (21.2)
Have you experienced any sex-based discrimination in your workplace or during your nursing career? _yes	619 (18.9)
Have you experienced any discrimination in your workplace based on your sexual orientation or gender identity? _yes	111 (3.4)

WHAT FORM OF DISCRIMINATION SHOULD BE A PRIORITY?

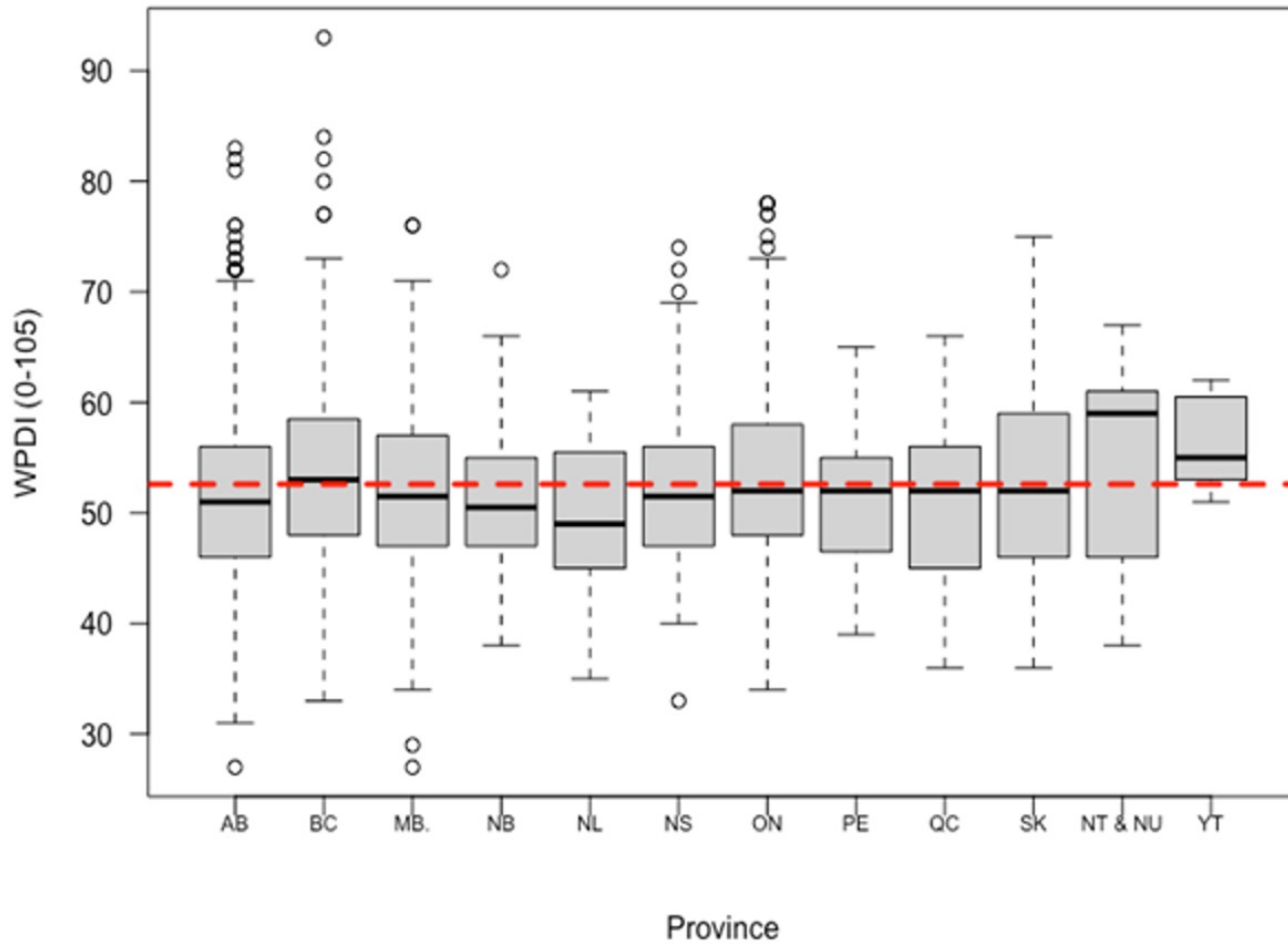
Summary

- Nursing remains a female-dominated profession; gender-based violence and gender-based discrimination remain prevalent inside and outside the profession
- Men who enter the profession face challenges; women face challenges moving into leadership positions
- Indigenous-specific racism: Working within colonial systems comes with inherent biases towards Indigenous peoples
- Discrimination towards sexual/gender minority was not identified as a priority
- Discrimination based on age/generational differences was discussed; COVID highlighted ageism (technology; health impacts)

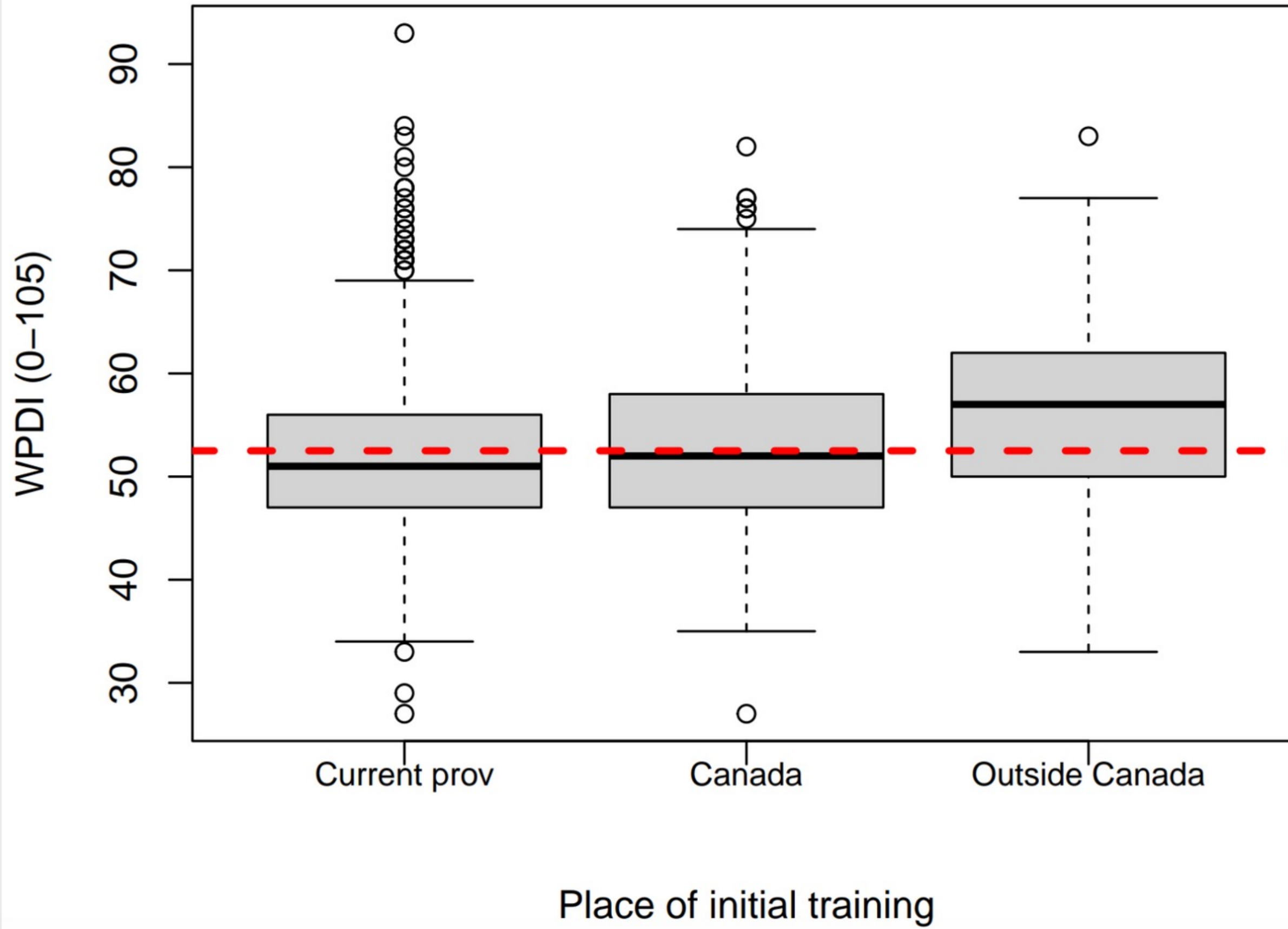
Recommendations

- Offer the same benefits and protections that traditionally male-dominated professions have (take violence against nurses more seriously; offer similar compensation)
- Working with individual nurses accused of Indigenous-specific racism requires a comprehensive, trauma-informed approach
- Discussions around discrimination should be foundational knowledge in nursing curriculum (1st year and ongoing)
- More discussion required regarding ageism as a form of discrimination in nursing (scoping reviews did not identify this as a priority but survey comments indicate this is a concern for the nursing workforce)

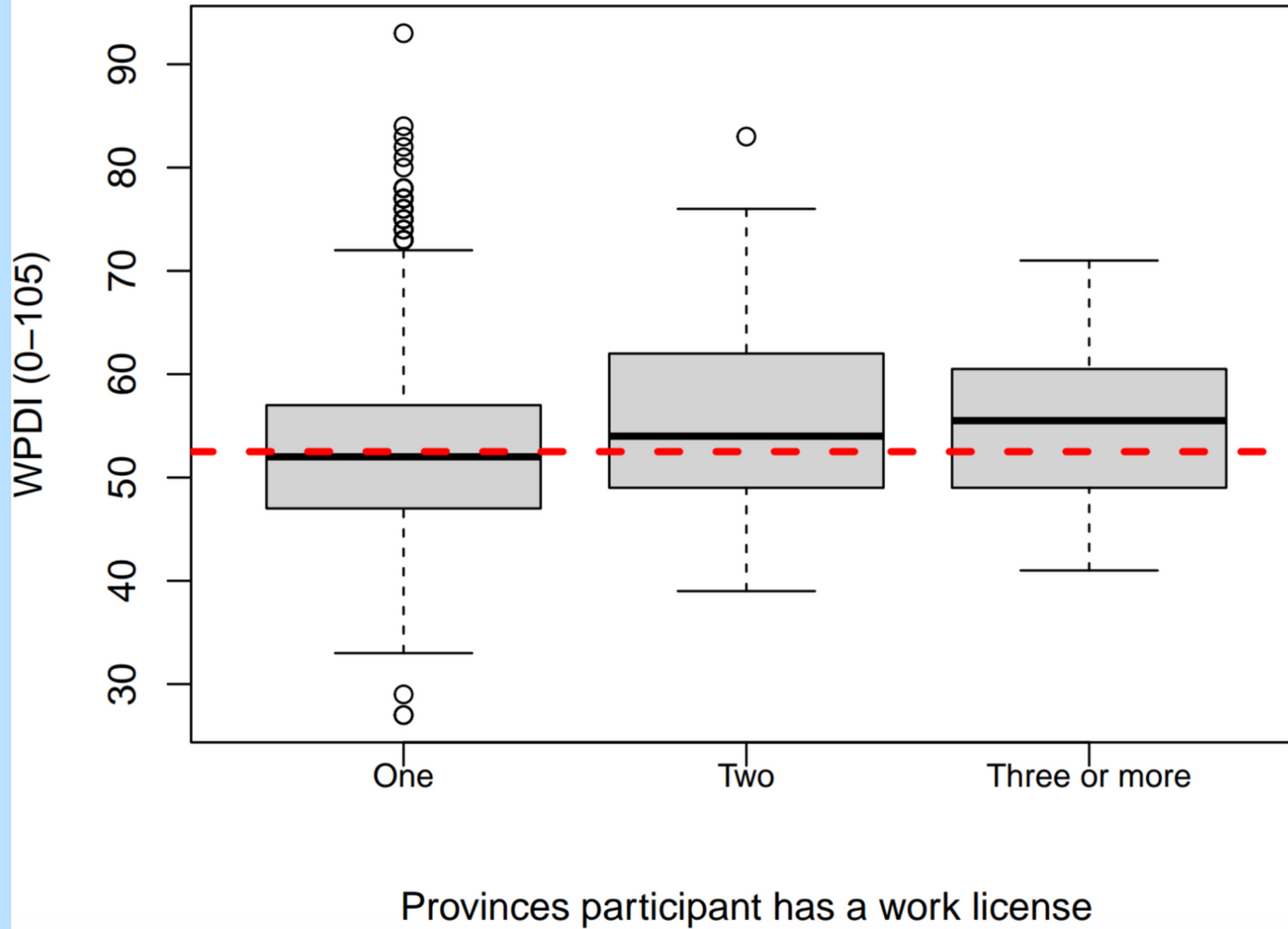
DISTRIBUTION OF WORKPLACE PREJUDICE AND DISCRIMINATION INDEX BY PROVINCE



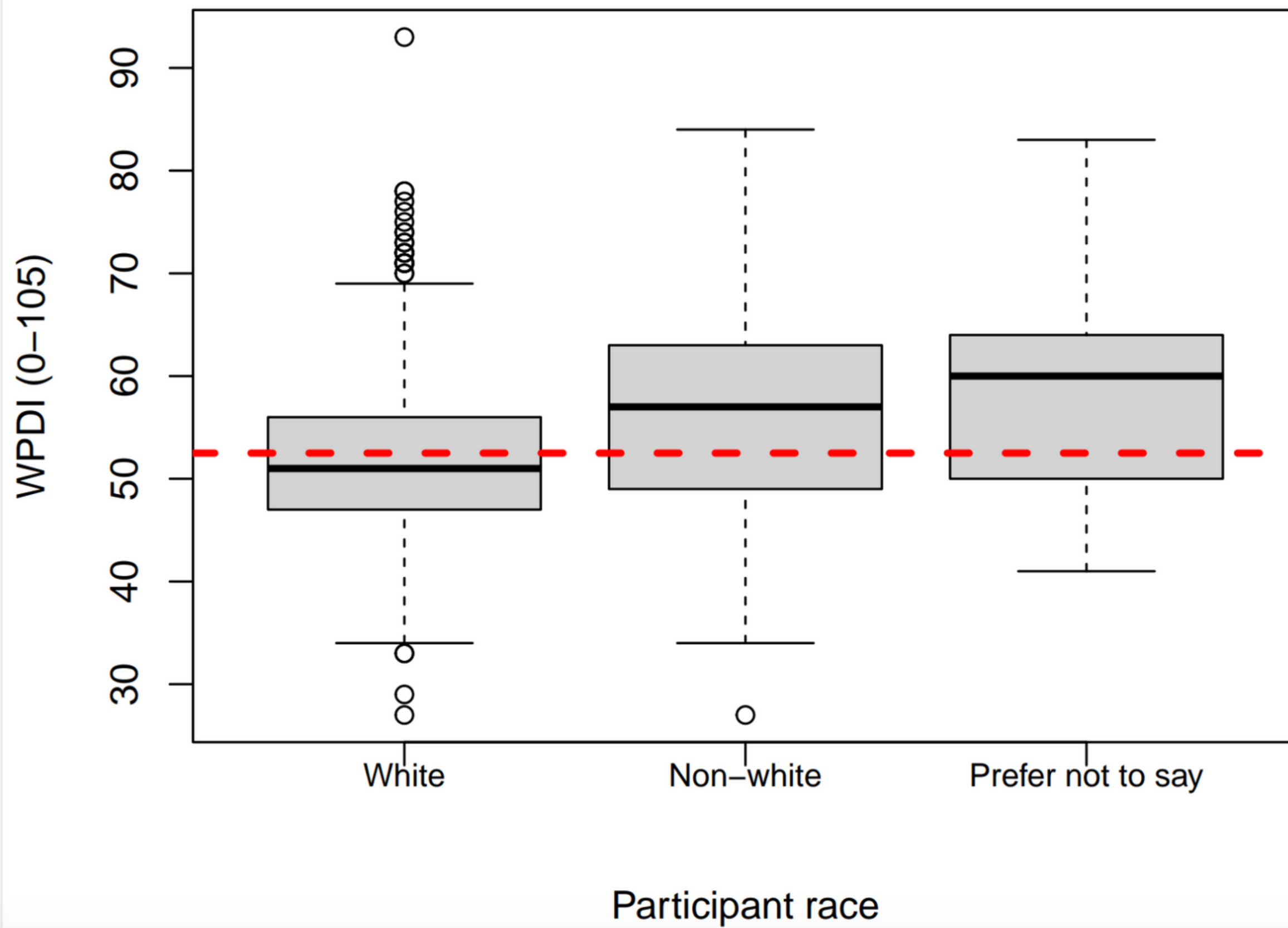
Workplace prejudice and discrimination index by place of initial nursing training



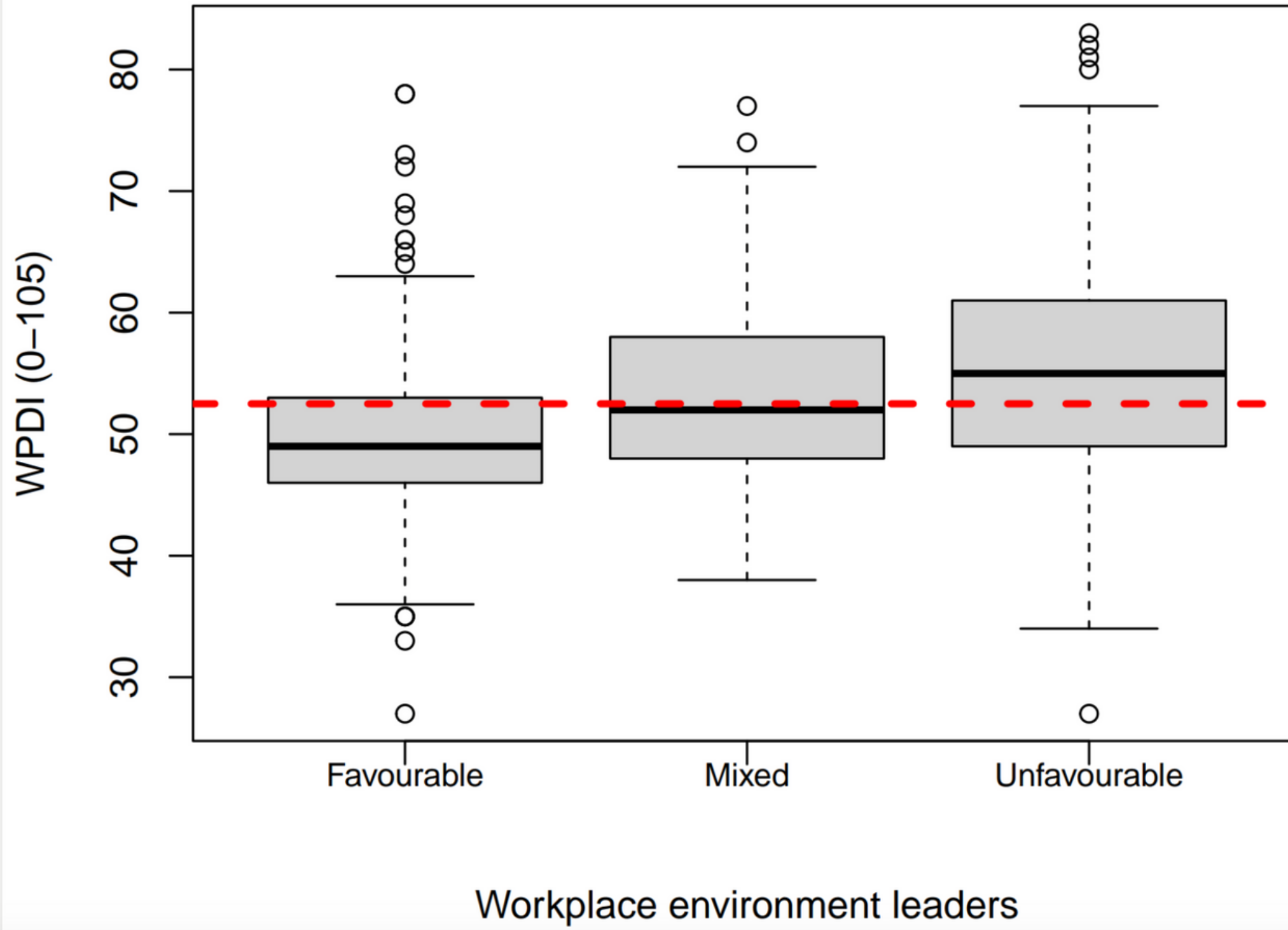
Workplace prejudice and discrimination index by number of provinces participant is licensed



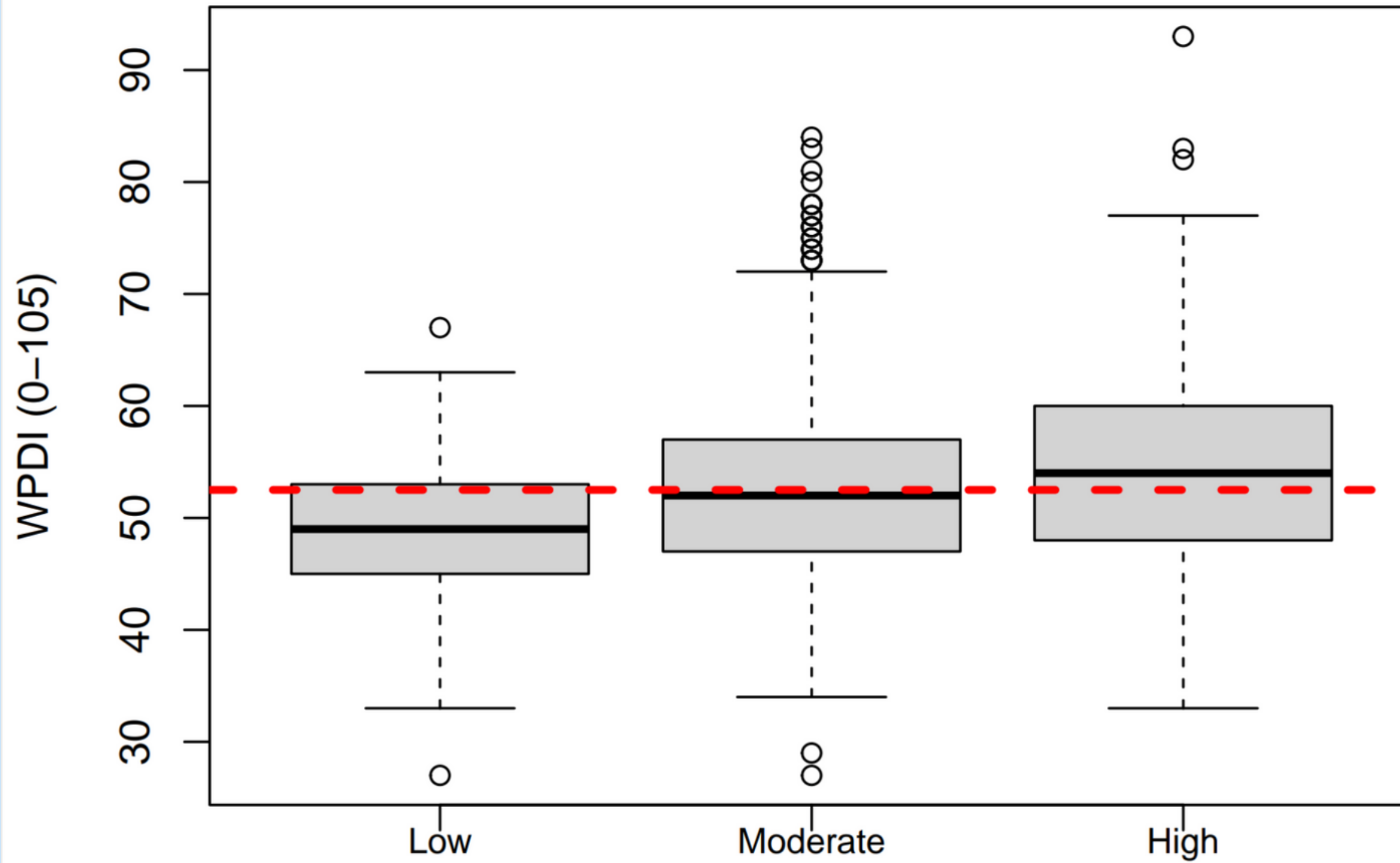
Workplace prejudice and discrimination index by Race



Workplace prejudice and discrimination index by nursing work place environment

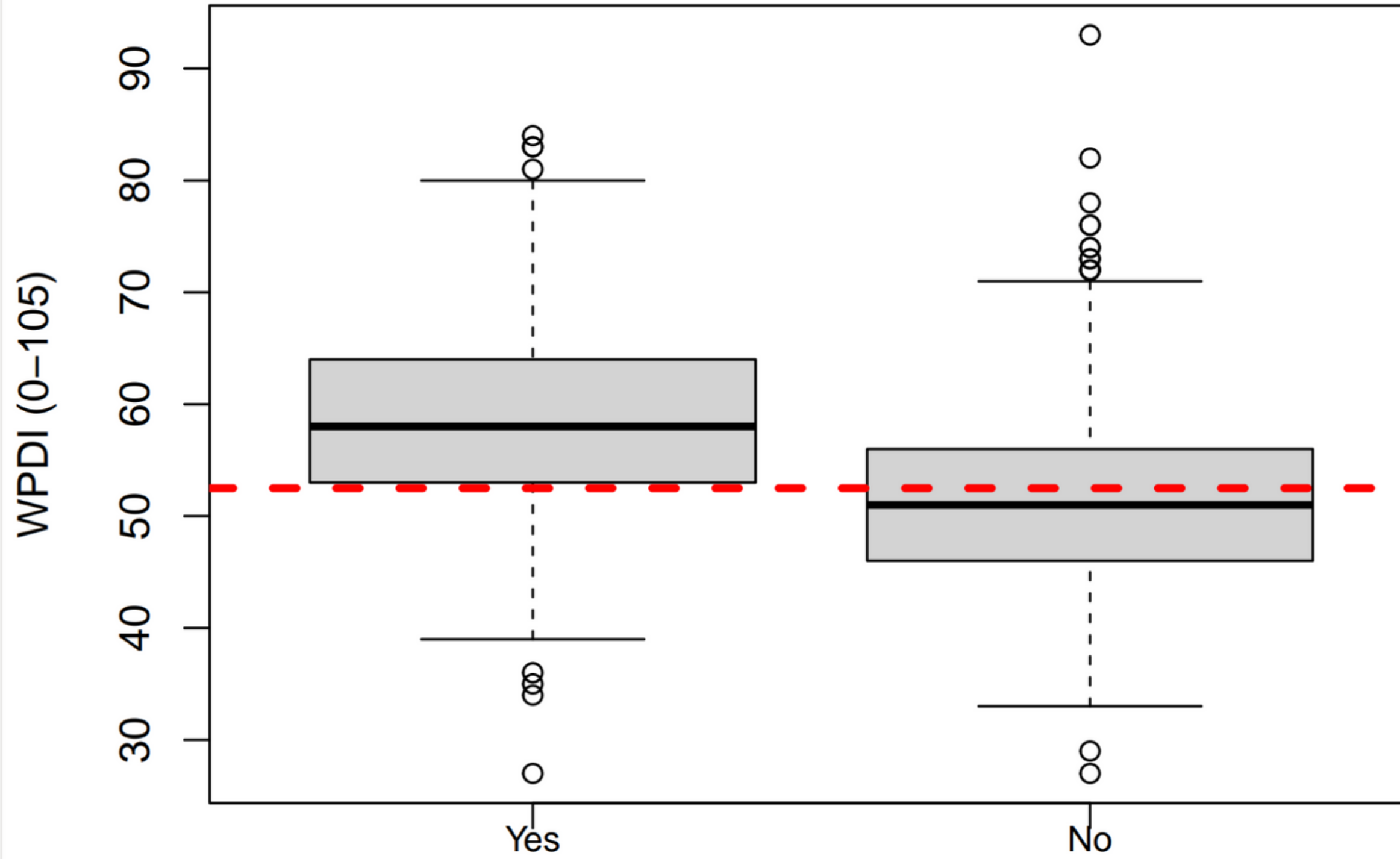


Workplace prejudice and discrimination index by Burnout score



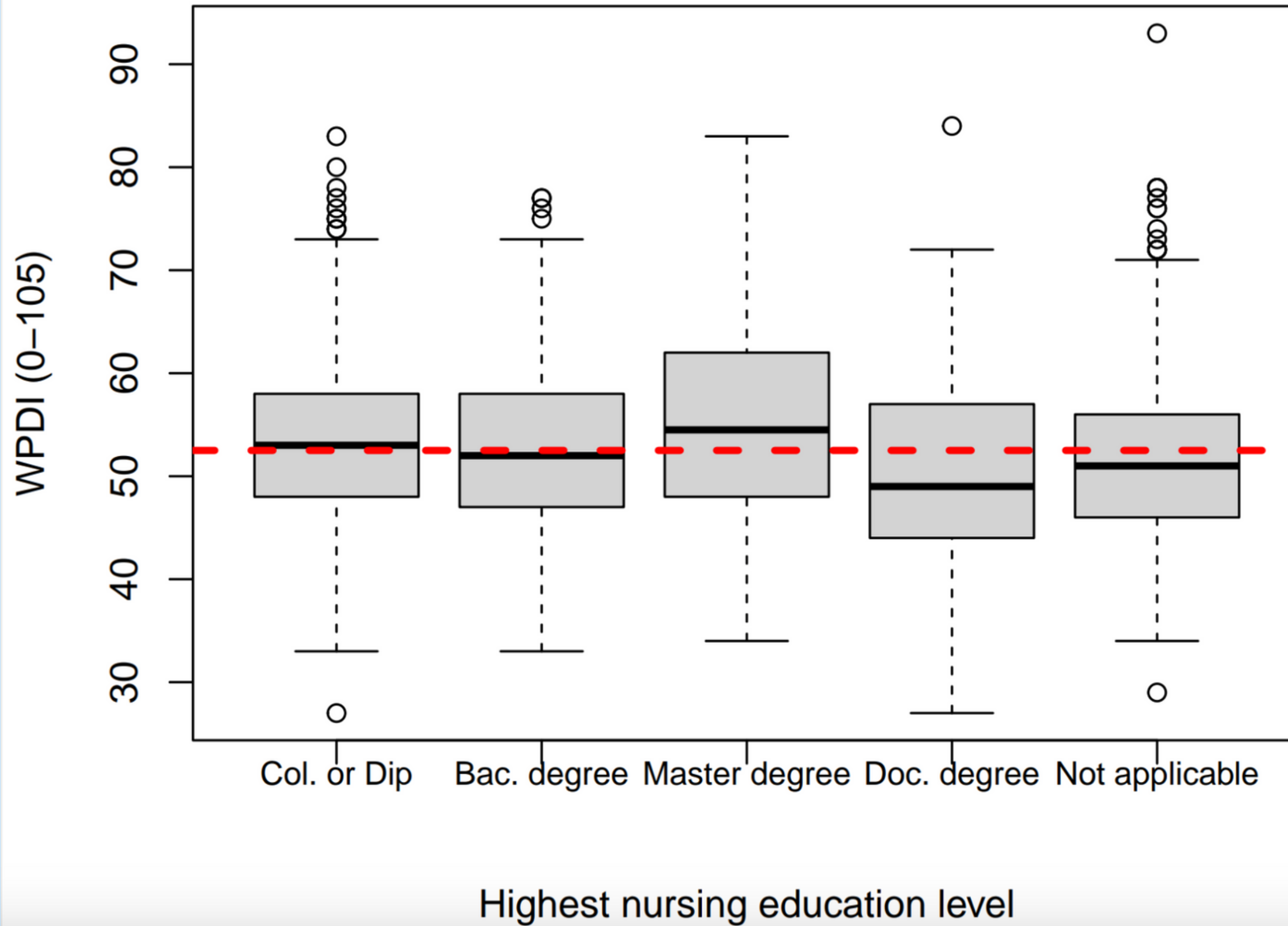
Professional quality of life burnout score

Workplace prejudice and discrimination index by minority status



Participant minority status

Workplace prejudice and discrimination index by highest level of non-nursing educ



Racial or ancestral groups of regulated nurses are treated <u>poorly</u> at the workplace	
Everyone is treated equally	1,369 (42)
African descent, Afro-Caribbean, African Canadian descent	401 (12)
Filipino, Vietnamese, Cambodian, Thai, Indonesian, <u>other</u> Southeast Asian descent	319 (9.7)
East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean	274 (8.4)
First Nations, Metis, Inuit	245 (7.5)
Arab, Persian, West Asian descent [e.g., Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish	215 (6.6)
European descent	183 (5.6)
Chinese, Korean, Japanese, Taiwanese descent	180 (5.5)
Biracial/multiple racial	97 (3.0)
Latin American, Hispanic descent	85 (2.6)

Racial or ancestral groups of registered nurses are treated **more favourably**

Everyone is treated equally

1,302 (40)

European descent

627 (19)

Filipino, Vietnamese, Cambodian, Thai, Indonesian, other Southeast Asian descent

145 (4.4)

First Nations, Metis, Inuit

African descent, Afro-Caribbean, African Canadian descent

108 (3.3)

Chinese, Korean, Japanese, Taiwanese descent

83 (2.5)

East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean

63 (1.9)

Biracial/multiple racial

59 (1.8)

Arab, Persian, West Asian descent [e.g., Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish)

50 (1.5)

35 (1.1)

Latin American, Hispanic descent

21 (0.6)

WHAT STRATEGIES CAN HELP CONFRONT DISCRIMINATION?

Summary

- Much of the learning about discrimination has been done independently (nurses seeking out education on their own time/own cost)
- You cannot confront a topic as big as racism without support. Telling nurses to go educate themselves is not sustainable or realistic
- Staffing in rural/remote and primarily Indigenous communities remains a challenge; nurses do not get an opportunity to build or repair relationships with community
- Previous effective strategies that helped to reduce discrimination (educational opportunities for staff, community engagement with Elders, on-site education) were cut due to "budget reasons"

Recommendations

- Avoiding "one sizes fits all" educational opportunities (i.e.: doing a yearly module on cultural competence is not adequate)
- Acknowledgement that this is a systemic issue within institutions (the individual nurse should not be the only one responsible for confronting discrimination)
- Rebuild relationship when "rupture" & incident debriefing
- Recruitment/retention of nurses in rural/remote areas needs to go beyond just filling staffing vacancies (high turnover causing harm to everyone)
- Reinstate effective educational opportunities and ensure they are sustainable; offer incentives for staff to attend (staffing coverage; reimbursement of time; financial incentives)

I am recognized and thanked for what I do in my job.

Disagree completely	209 (9.8)
Disagree	325 (15)
Disagree somewhat	222 (10)
Neutral	220 (10)
Somewhat agree	497 (23)
Agree	475 (22)
Completely agree	179 (8.4)

My local union steward is effective in addressing my work-related issues.

Disagree completely	273 (13)
Disagree	259 (12)
Disagree somewhat	153 (7.2)
Neutral	755 (35)
Somewhat agree	257 (12)
Agree	328 (15)
Completely agree	103 (4.8)

HOW CAN I BE RECOGNIZED/THANKED FOR MY WORK?

Summary

- Offering "token" gifts (pens, pizza parties, whistles) is viewed as offensive; seen as wasting money when so much has been taken away; doesn't change the working conditions; nurses are tired of it
- Recognition from colleagues/patients/community members viewed as more meaningful than from leadership/management
- Didn't become a nurse to be thanked
- Pay me what I deserve
- Possible generational differences (younger generation appreciated small gifts/individualized acknowledgement; older generation would be embarrassed by being recognized)

Recommendations

- Offer meaningful/tangible changes to the working environment
- Show that concerns are recognized and changes made to working conditions (which improves patient care)
- The general "thank you" emails or "token gifts" were more offensive than getting no recognition; individualized acknowledgement more meaningful for some
- Salary and benefits in line with other disciplines (especially traditionally male-dominated ones)

The nursing association(s) I belong to is/are effective in supporting my professional nursing career.

Disagree completely	252 (12)
Disagree	306 (14)
Disagree somewhat	205 (9.6)
Neutral	531 (25)
Somewhat agree	318 (15)
Agree	385 (18)
Completely agree	105 (4.9)
I do not belong to a professional association	27 (1.3)

My employer is active about addressing workplace issues that affect my nursing practice and career trajectory

Disagree completely	355 (17)
Disagree	385 (18)
Disagree somewhat	241 (11)
Neutral	374 (18)
Somewhat agree	325 (15)
Agree	337 (16)
Completely agree	100 (4.7)
I am self employed	12 (0.6)

WHAT COULD THE EMPLOYER/UNION DO TO BETTER SUPPORT NURSES?

Summary

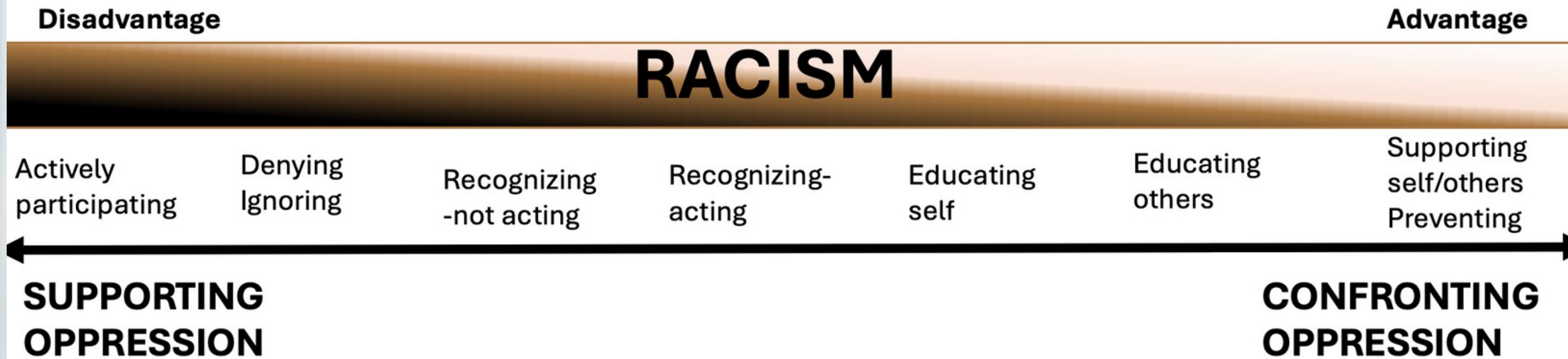
- Understand what it is like to work directly with patients (lack of understanding of what nurses do and what they need to do their job)
- Offer opportunities for growth and advancement where nurses are recognized for their experience as well as their education
- Remote/self-paced educational opportunities for those working rural/remote areas has been helpful
- Feedback about union support was mixed. Some felt the union did not represent their interests, others cited the Manitoba nurses' union as an exemplar of being at the forefront of nursing issues

Recommendations

- Stop implementing policies without consulting nurses
- More advanced educational opportunities with realistic work/life balance (strategic scheduling of shifts; funding for graduate education); a highly educated nursing workforce improves patient safety and quality of care
- Increase accessible educational opportunities for nurses in rural/remote areas; ensure that these are funded appropriately
- Consolidation of nurses' unions (such as Yukon territory with BC) could provide more opportunities and support for nurses working in the territories



Working for social change: The Action Continuum



McGibbon & Etowa, 2009. Anti-racist health care practice

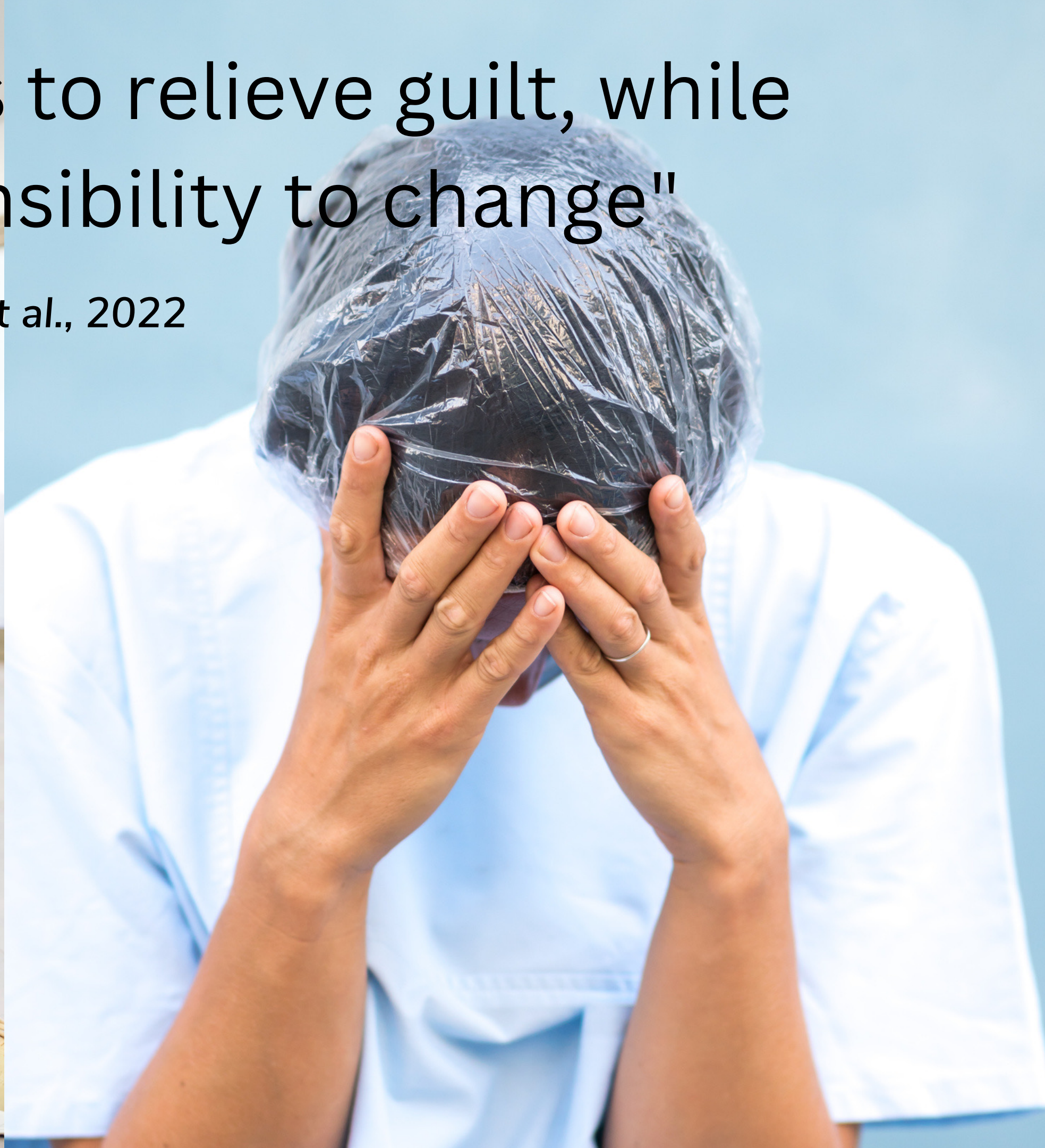
Where are you on the continuum?

Pause & Reflect

1. Take 1 minute to collect your thoughts.
2. On the provided paper, reflect on the session.
3. Write yourself a letter about what you have learned, what if anything has shifted for you and how you wish to move forward in your current role by addressing the following questions:
 - a. What are three (3) main information you learned today?
 - b. What are two (2) things you want to explore further?
 - c. What is one (1) action you want to take following this session

"Innocence functions to relieve guilt, while abnegating responsibility to change"

Hantke et al., 2022





Thank
you!

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