

Belonging in Nursing: An Interactive Conversation on BIPOC Nurse Experiences

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Definitions

BIPOC	An acronym for Black, Indigenous, People of Color
DEI	An acronym for Diversity, Equity, and Inclusion
Diversity	A variety of racial identities or characteristics (e.g., African Americans, Native Americans, Latinx). Diversity is a quantitative measure of representation.
Equity	Ensures that outcomes in the conditions of well-being are improved for marginalized groups, lifting outcomes for all. Equity is a measure of justice.
Inclusion	The measure of the quality of representation, such as full access, authentic representation, empowered participation, true belonging and power-sharing. Inclusion is a qualitative measure of representation and participation.

Source: Race Forward <http://www.raceforward.org/about/what-is-racial-equity-key-concepts>

Background

800,000

Nurses are planning to leave their job in
the next four years

Background

Nearly ½ of nurses
say there is “a lot” of
racism in nursing

56% of nurses say
racism in the
workplace has
negatively impacted
their professional
well-being

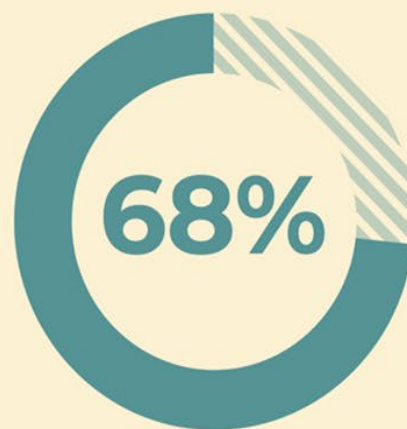
63% of nurses have
personally
experienced racism
in the workplace

Source: National Commission to Address Racism in Nursing

Black Nurses say they experience racist acts from:



LEADERS



PATIENTS



PEERS

Source: National Commission to Address Racism in Nursing

Racism's Impact on Nursing

The impact of Covid-19 is still being felt across health care organizations. As our society changes, it emphasizes the need to ***reimagine*** how we approach retention strategies.

Instead of thinking locally in terms of incentive programs, we need to think from a structural perspective.

BIPOC Nurses who feel supported in their organization lead to ***increased provider satisfaction*** and may result in ***improved health care outcomes for their patients.***

What Does “Belonging” Mean To You?

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What Does "Belonging" Mean To You?

① Start presenting to display the poll results on this slide.

Belonging Definition

“Having a meaningful voice and the opportunity to participate in the design of political, social, and cultural structures that shape one’s life – the right to both contribute and make demands upon society and political institutions.”

Source: Othering & Belonging Institute

How Does Your Organization *Promote* Belonging?

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How Does Your Organization *Promote* Belonging?

① Start presenting to display the poll results on this slide.

Strategies to Promote Belonging

Washington State Center for Nursing created BIPOC Nurse Spaces with the following goals:

- Create a safe and brave space for people of color in nursing in Washington state
- Validate experiences and keep the BIPOC nursing community connected
- Tackle issues that impact the BIPOC nursing community in Washington state
- Support each other and common interest in DEI for the Washington state nurse workforce

What Are Strategies You Can Implement at Your Organization to Increase Belonging?

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Conclusion

Diversity, equity, and inclusion efforts should lead to increased belonging within the workforce

Four categories of DEI work: awareness, knowledge, skills, process

***Belonging is the end goal.
Compassion is the path forward.***

Resources

The Othering & Belonging Institute

<https://belonging.berkeley.edu/>

National Commission to Address Racism in Nursing: Racism's
Impact in Nursing Report

[Racism in Nursing Report](#)

Race Forward

<http://www.raceforward.org/about/what-is-racial-equity-key-concepts>

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Thank You