



# Belonging in Nursing: An Interactive Conversation on BIPOC Nurse Experiences

Hannah Hermanson, ForHealth Consulting at UMass Chan Medical School  
Fawzi Belal, Washington Center for Nursing

## Background

- **800,000 nurses are planning to leave their job** in the next four years
- **Nearly half 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



## Definitions

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

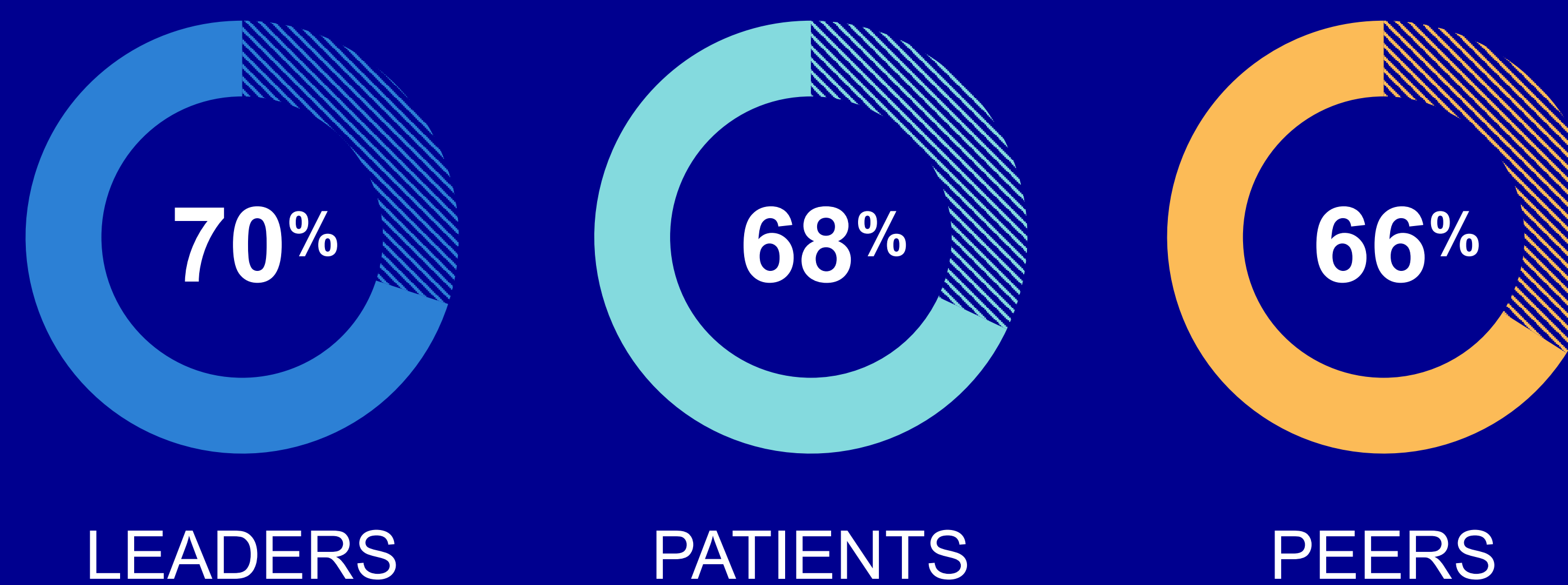
## Defining Belonging

“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.” – Othering & Belonging Institute

## 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.

## Black Nurses say they experience racist acts from:



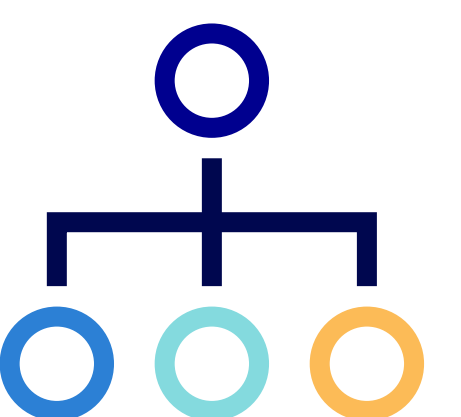
## Strategies to Promote Belonging

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

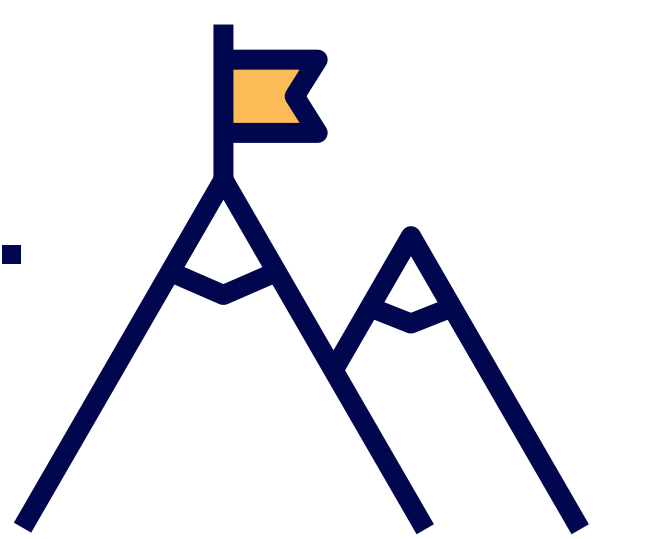
## Conclusion

- Diversity, equity, and inclusion efforts should lead to **increased belonging within the workforce**
- DEI efforts should address the following four areas of work: **awareness, knowledge, skills, process**

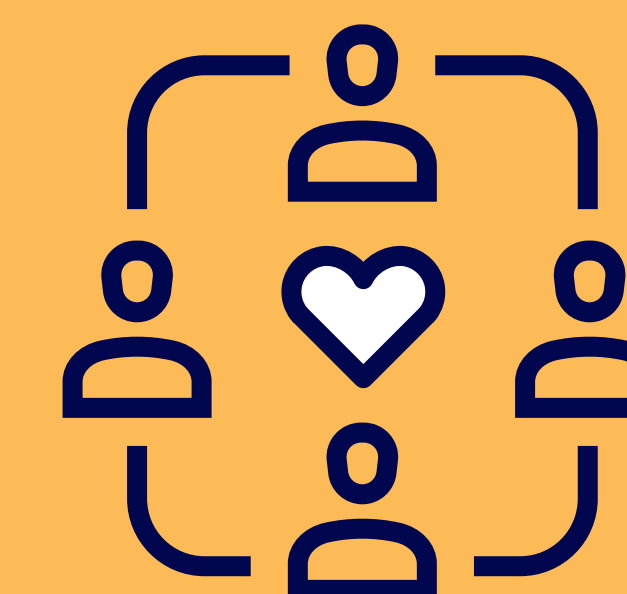


**Belonging** is the end goal.

**Compassion** is the path forward.



## What does Belonging mean to you?



### References:

1. The Othering & Belonging Institute – <https://belonging.berkeley.edu/>
2. National Commission to Address Racism in Nursing: Racism’s Impact in Nursing Report – <https://www.nursingworld.org/~49c4d0/globalassets/practiceandpolicy/workforce/commission-to-address-racism/racism-in-nursing-report-series.pdf>
3. Race Forward – <http://www.raceforward.org/about/what-is-racial-equity-key-concepts>