Revisiting Diversity, Equity, and Inclusion (DEI) in Nursing through the Lenses of Humility and Mindfulness

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No conflicts of interest to disclose

Objectives

1. Define commonly used terminology used in DEI

2. Examine racism/discrimination in nursing using humility as a tool of reconciliation

3. Describe the use of mindfulness as a strategy to mitigate racism/discrimination in the workplace

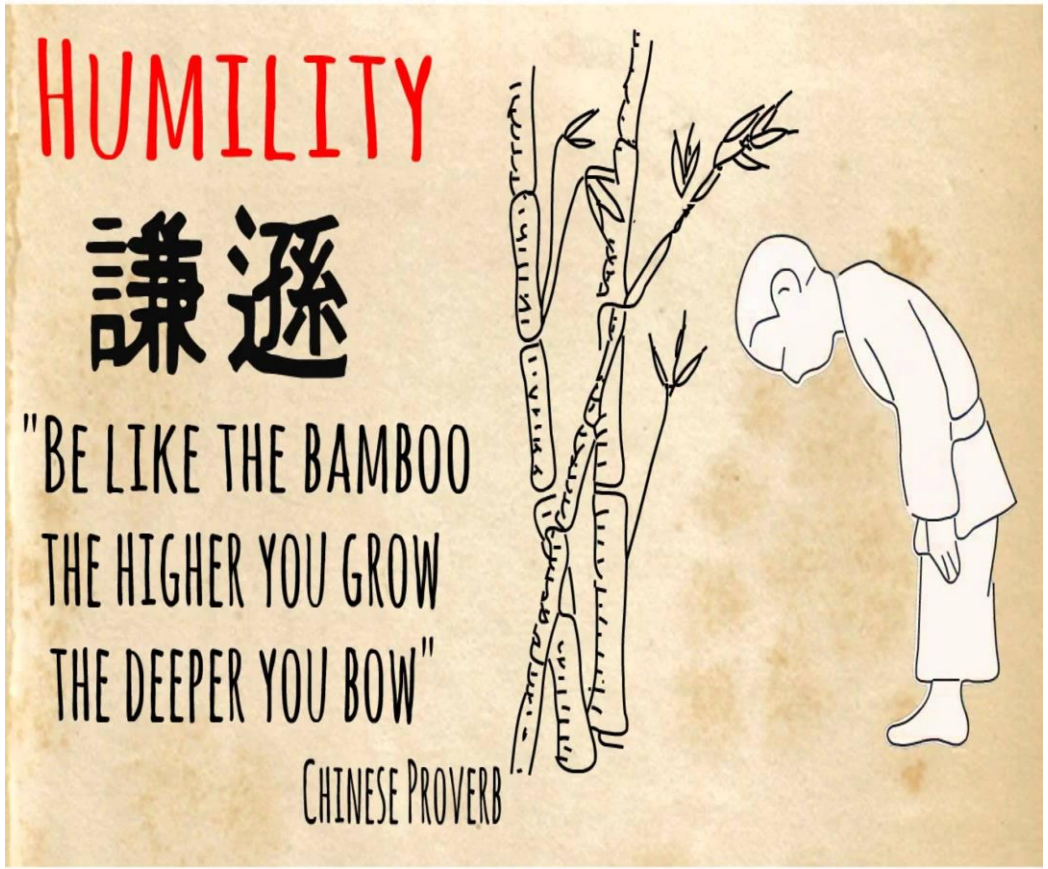
Rules of Engagement

- Respecting each other
- Actively Listen
- Be open
- All questions are welcome
- Disagreeing is ok
- No judging each other
- Participant driven

The Lenses

Compassion

- Bringing attention or awareness to recognizing that there is suffering (cognitive)
- Feeling emotionally moved by that suffering (affective)
- Wishing there to be relief from that suffering (intentional)
- A readiness to take action to relieve that suffering (motivational)



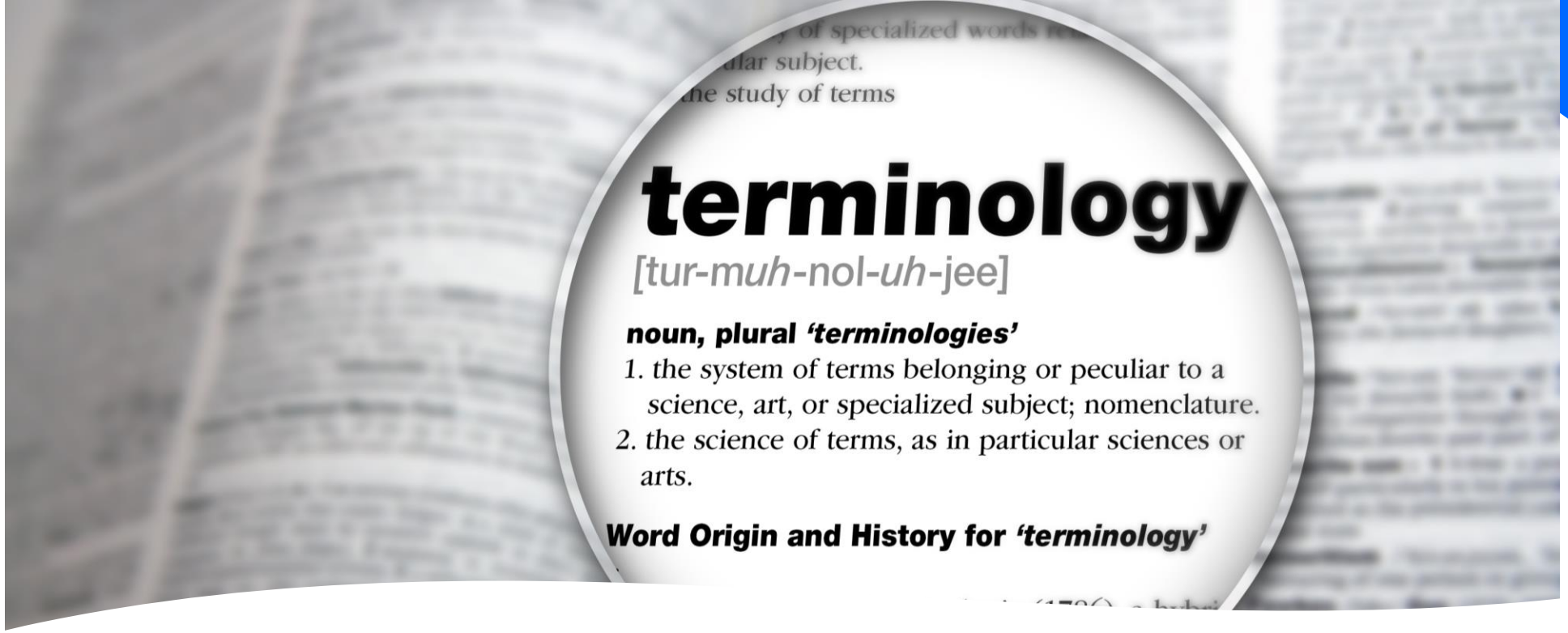
https://greatergood.berkeley.edu/article/item/six_habits_of_highly_compassionate_people

The Unconscious Mind

Attitudes and feelings which we are unaware--can have a powerful influence on our behavior

“The unconscious of one human being can react upon that of another without passing through the conscious”

- Sigmund Freud



Define commonly used terminology used in DEI

Diversity

The wide variety of shared and different personal and group characteristics among human beings

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms

Ethnicity

A social construct which divides individuals into smaller social groups based on characteristics such as a shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base

U.S. Census-Ethnicity determines whether a person is of Hispanic origin or not

Race

A social construct that artificially divides individuals into distinct groups based on characteristics such as physical appearance (particularly skin color), ancestral heritage, cultural affiliation or history, ethnic classification, and/or the social, economic, and political needs of a society at a given period of time. Scientists agree that there is no biological or genetic basis for racial categories

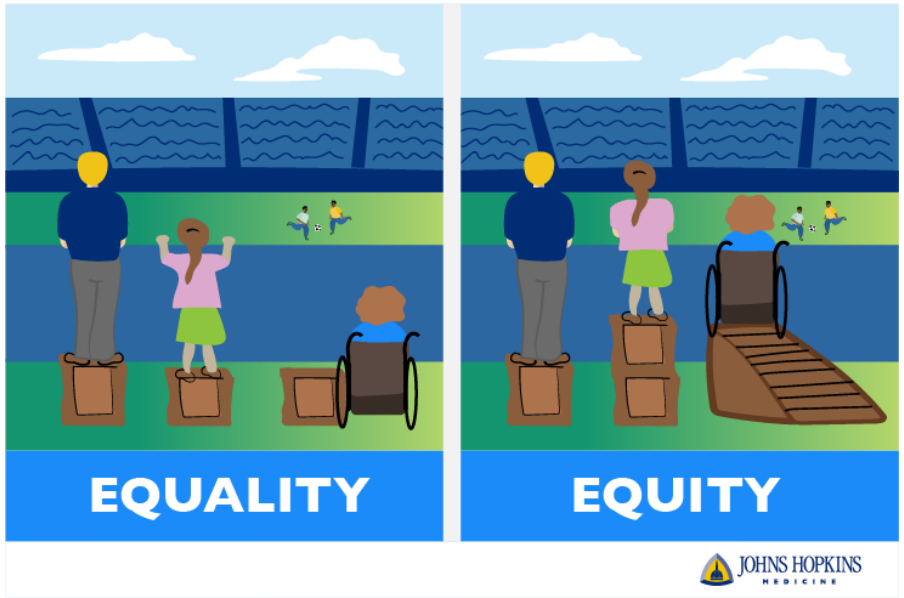
U.S. Census has 5 race categories: American Indian and Alaska Native, Asian, Black, Native Hawaiian and Pacific Islander, and White

LGBTQIA+

Acronym encompassing the diverse groups of lesbians, gay, bisexual, transgender, intersex, and asexual and/or corresponding queer alliances/associations. It is a common misconception that the "A" stands for allies/ally. The full acronym is "Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, with all other queer identities that are not encompassed by the letters themselves being represented by the "+"

Equity

Takes into consideration the fact that the social identifiers (race, gender, socioeconomic status, etc.) do, in fact, affect equality. In an equitable environment, an individual or a group would be given what was needed to give them equal advantage. This would not necessarily be equal to what others were receiving. It could be more or different. Equity is an ideal and a goal, not a process. It ensures that everyone has the resources they need to succeed



Inclusion

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power

Disability

An impairment that may be cognitive, developmental, intellectual, mental, physical, sensory, or some combination of these. It substantially affects a person's life activities and may be present from birth or occur during a person's lifetime

When talking about places with accommodations for people with disabilities, use the term “accessible” rather than “disabled” or “handicapped”

When in doubt, call a person with a disability by his/her/their name

Racism

Prejudiced thoughts and discriminatory actions based on a difference in race/ethnicity. It is the intentional or unintentional use of power to isolate, separate and exploit others. The use of power is based on a belief in superior origin, the identity of supposed racial characteristics. Racism confers certain privileges on and defends the dominant group, which in turn, sustains and perpetuates racism

Nurses that have personally experienced racism in the workplace

56%

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

WITNESSING RACISM

Nurses who have challenged racism in the workplace

Top Ten Ways to be an Antiracist in Nursing

1. Become story catchers
2. Be genuine
3. Manage me
4. Maximize curiosity and minimize certainty
5. Distribute power
6. Preserve the dignity of others
7. Stop labeling others
8. Expose unwritten rules
9. Support authenticity
10. Manage perception

https://www.nursingworld.org/~4acb21/globalassets/practiceandpolicy/workforce/commission-to-address-racism/top-ten-ways-to-be-an-antiracist-full-infographic.pdf

Prejudice

A prejudgment or preconceived opinion, feeling, or belief, usually negative, often based on stereotypes, that includes feelings such as dislike or contempt and is often enacted as discrimination or other negative behavior; OR, a set of negative personal beliefs about a social group that leads individuals to prejudge individuals from that group or the group in general, regardless of individual differences among members of that group

Discrimination

The denial of justice and fair treatment by both individuals and institutions in many areas, including employment, education, housing, banking, and political rights. Discrimination is an action that can follow prejudiced thinking

Association between psychological stress (perceived stress and discrimination stress), and hypertension in Black/African Americans

- Jackson Heart Study (Forde et al., 2020)
  - 1845 without hypertension and reported discrimination stress
  - 52% (n= 954) after 4 years developed hypertension
- Neural processing and discrimination stress in African Americans with prehypertension (Wright et al., 2020)

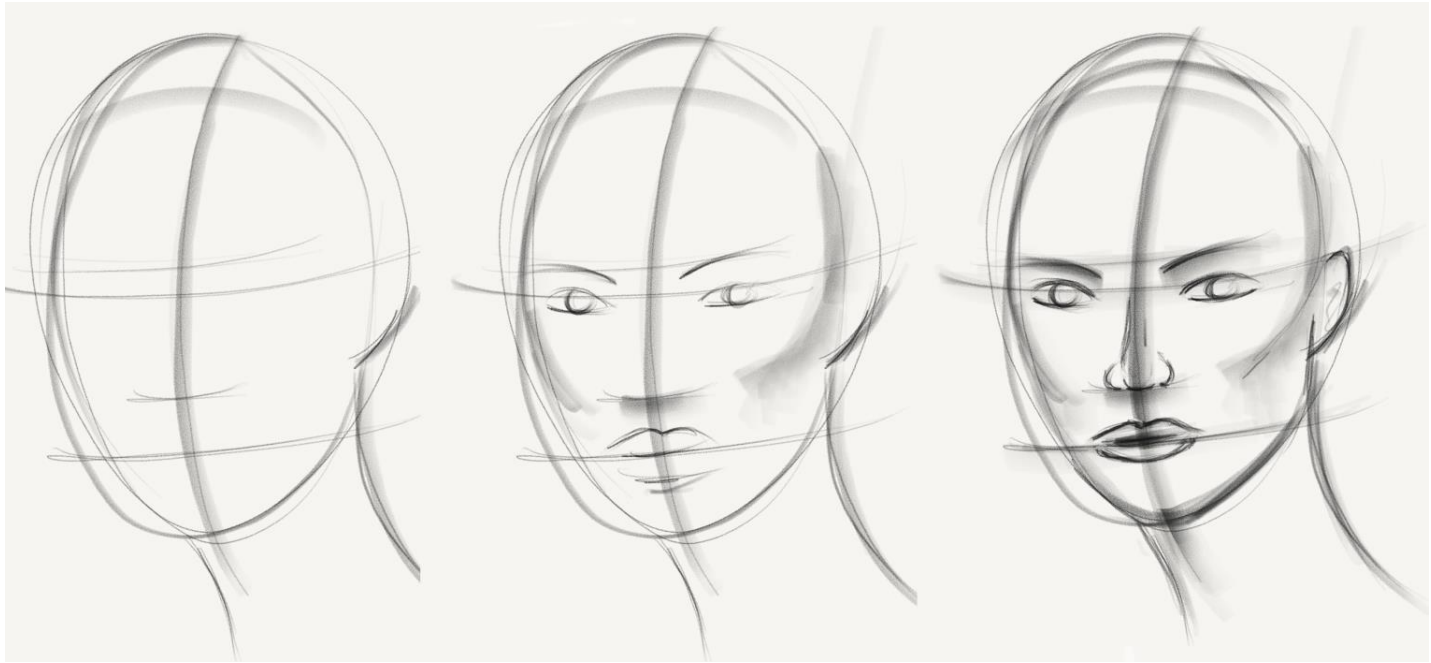
Unconscious/Implicit bias

Social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one’s tendency to organize social worlds by categorizing

Implicit Association Test

https://implicit.harvard.edu/implicit/takeatest.html

About Face



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https://www.youtube.com/embed/VfHRMQvViPI?cc_load_policy=1&autoplay=0

~~Am I biased?~~

What are my biases?

“If you have a brain, you have biases.”

What does the evidence say…

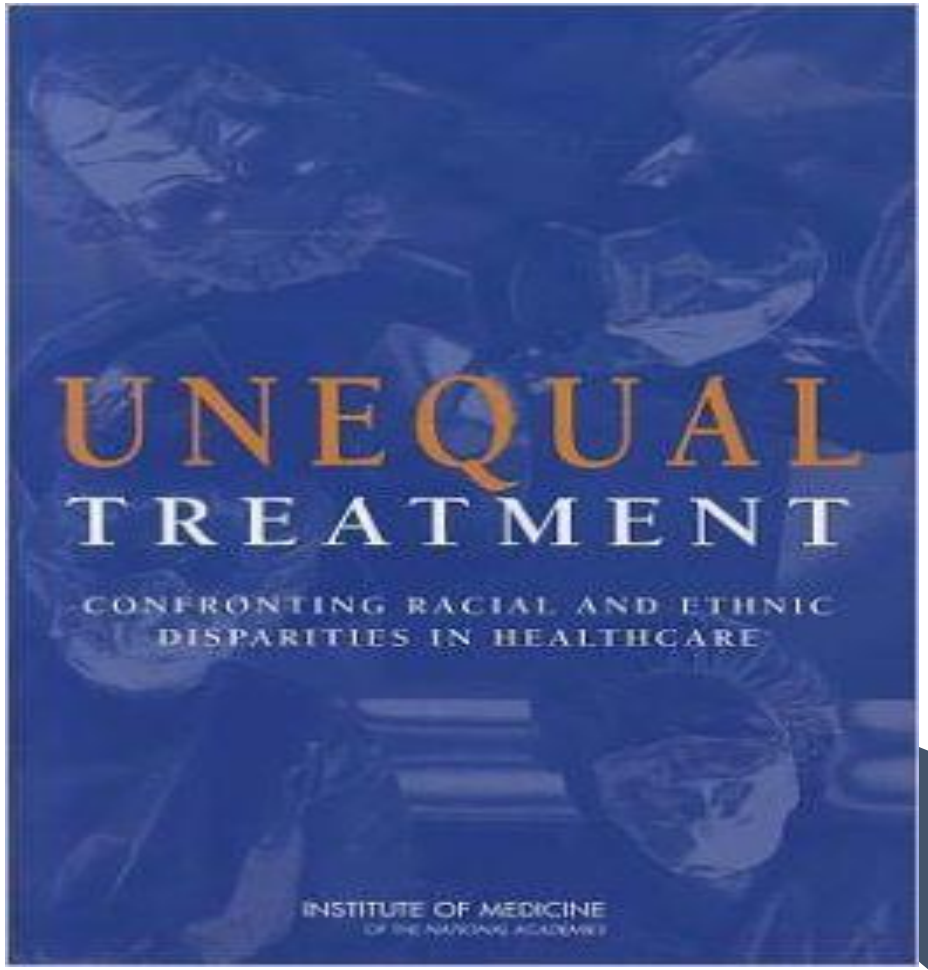
“Almost all studies found evidence for implicit biases among physicians and nurses”

“Correlational evidence indicates that biases are likely to influence diagnosis and treatment decisions and levels of care in some circumstances and need to be further investigated”

“The following characteristics are at issue: race/ethnicity, gender, socio-economic status (SES), age, mental illness, weight, having AIDS, brain injured patients perceived to have contributed to their injury, intravenous drug users, disability, and social circumstances”

FitzGerald, C., & Hurst, S. (2017). Implicit Bias in Healthcare Professionals: A Systematic Review. Retrieved from https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5333436/

Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care



Micro-Aggressions

Commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory racial slights. These messages may be sent verbally, ("You speak good English"), non-verbally (clutching one's purse more tightly around people from certain race/ethnicity) or environmentally (symbols like the confederate flag or using Native American mascots). Such communications are usually outside the level of conscious awareness of perpetrators

Micro-Affirmation Behaviors (within context of cultural values)

- Respond to what's really being said by paraphrasing and empathizing
- Appreciate and praise strengths and contributions
- Affirming others in a culturally appropriate way increases our chances of blocking bias

Take-a-ways “Food for Thought”

Talking about diversity, equity, and inclusion can be difficult for a variety of reasons

We all have biases and prejudices--it does not make us bad people

Diversity and Inclusion are not “problems to be solved”

Treating everyone “the same” is not equality

Diversity and inclusion is for everyone, not just those classified as “minorities”

Privilege exists

We as a society have come a long way……and we have a way yet to go

Examine racism/discrimination in nursing using humility as a tool of reconciliation

Top Ten Movie Tropes

- The 'I Used to Be Normal' Origin Story
- The Secret Identity
- Having a Tragic Backstory
- The Antihero
- The Sidekick
- Good vs Evil
- Good vs Good
- Being Very, Very Rich
- Villains with Medical Degrees
- The Resurrection

What are Common Nursing Tropes

Over sexualized

Unskilled

Angels of mercy

Will sacrifice everything for the patient

Others…

Strategies

- **Examine your network:**
  Keep the door to your inner circle open

- **Solicit diverse points of view:**
  Expand your inputs to get better outputs

- **Be flexible:**
  Hold your ideas lightly to create space for other perspectives

Meet “Jonathan”

https://youtu.be/t7i8JG7r3co?si=FkzYw0NTCqf2QapH
American Nurses Association

Bystander: Be an “Upstander”

- Interpersonal level
  - Notice a discriminatory/emergency situation and interpret it
  - Evaluate the incident’s problematic nature and decide if it requires intervention
  - Assume responsibility for intervening
  - Know and decide how to approach the situation
  - Choose to take action

(Rodenhizer-Stämpfli et al., 2018; Nelson et al., 2011)

https://youtu.be/Ll56imVATLk?si=H3NWhsjXVeiB7Nfo

What might you hear?

Hollabacks!’s 5 D’s to Bystander Intervention: (Hollaback!, 2017)

1.Distract: Indirectly diffuse the situation by interrupting the harasser and the target (e.g. commotion, small talk, etc.)

2.Delegate: Ask a third party for assistance in intervening, preferably an individual in a position of authority

3.Document: If it is safe to do so and someone is already helping the target, write notes or take a video of the discriminatory situation (permission to share the situation belongs to the target)

4.Delay: Check in with the person who was discriminated/harassed (e.g. support, offer assistance, etc.)

5.Direct: If everyone is physically safe, speak firmly and clearly against the harassment/discrimination taking place (prioritize assisting the target over debating the harasser).

Take-a-ways (Managing Blind Spots)

Recognize We all have blind spots	**Explore** The potential impact of your behaviors	**Act** with intention	**Learn** To change the outcomes
By understanding how our brains are wired to make decisions quickly without conscious thought.	By raising conscious awareness of blind spots and begin to question assumptions we accept as true.	By challenging our assumptions and acting mindfully with an understanding of potential impact on self and others.	By making decisions that promote and nurture a diverse and inclusive workplace.
Inclusive leaders seek a balanced perspective and embrace different points of view.	Inclusive leaders are self-aware and understand the impact their actions, words and attitude can have on others.	Inclusive leaders are agile and responsive in complex and/or challenging environments.	Inclusive leaders advocate for a culture of open, candid and respectful conversation and genuine relationships rooted in trust.

Describe the use of mindfulness as a strategy to mitigate racism/discrimination in the workplace

Examples of how used in the health care setting to combat implicit bias

What is Mindfulness

- Attentional control (including paying attention to one’s experience in the present moment)
- Emotional regulation
- Self-awareness
- Nonjudgmental and curious orientation toward one’s experiences

Mindfulness Programs

- Mindfulness-Based Stress Reduction -John Kabat-Zinn, 1990’s
  - Eight-week workshop taught by certified trainers that entails weekly group meetings (2.5-hour classes)
  - One-day retreat (seven-hour mindfulness practice) between sessions six and seven, homework (45 minutes daily)
  - Instruction in three formal techniques: mindfulness meditation, body scanning and simple yoga postures
- Mindfulness in Motion-Maryanna Klatt, 2004
  - Eight-week workshop (1-hour classes)
  - Gentle yoga
  - Homework (20 minutes 5-7 days per week)

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Loving-Kindness Meditation

Loving-kindness meditation is a way to practice feeling unconditional compassion for ourselves and all beings. Some studies suggest it can help boost your empathy and feelings of connection and reduce bias, anger, depression and anxiety.

How does it work?

Sit quietly and direct kindness and love to yourself, then expand in circles of compassion outward to others.

1

Yourself:
Direct kindness and compassion to yourself by repeating a thought like, "May I be happy."

2

Family and friends:
Direct your kindness to someone you love or care about by repeating, "May _____ be happy."

3

Someone neutral:
Think about someone you feel neutral about, like a coworker, neighbor or acquaintance and direct your compassion to this person by name.

4

Someone difficult:
Think about someone you dislike or have a tough time being around. Direct your kindness to this person by name.

5

Group:
Think about all of these people together and equally direct your kindness to all of them, "May they be happy."

6

Everyone:
Finally, direct your kindness everywhere. "May all beings everywhere be happy."

You can change up the thought or phrase or combine words, such as:

- May I be at peace.
- May I be loved.
- May I be healthy and strong.

Start with just a few minutes and gradually extend your time. Try it today and see if loving-kindness meditation can bring more happiness and well-being to your life.

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Lovingkindness Meditation

- 7-min lovingkindness lower implicit bias
- 2-min lovingkindness lower anxiety and discrimination towards homeless
- Increases self-compassion that may decrease burnout
- Increases empathy

https://youtu.be/Y-z4HqdTQFw?si=IPK4u19xR1PVPRM7

Practicing and Understanding Empathy

https://www.youtube.com/watch?v=1Evwgu369Jw

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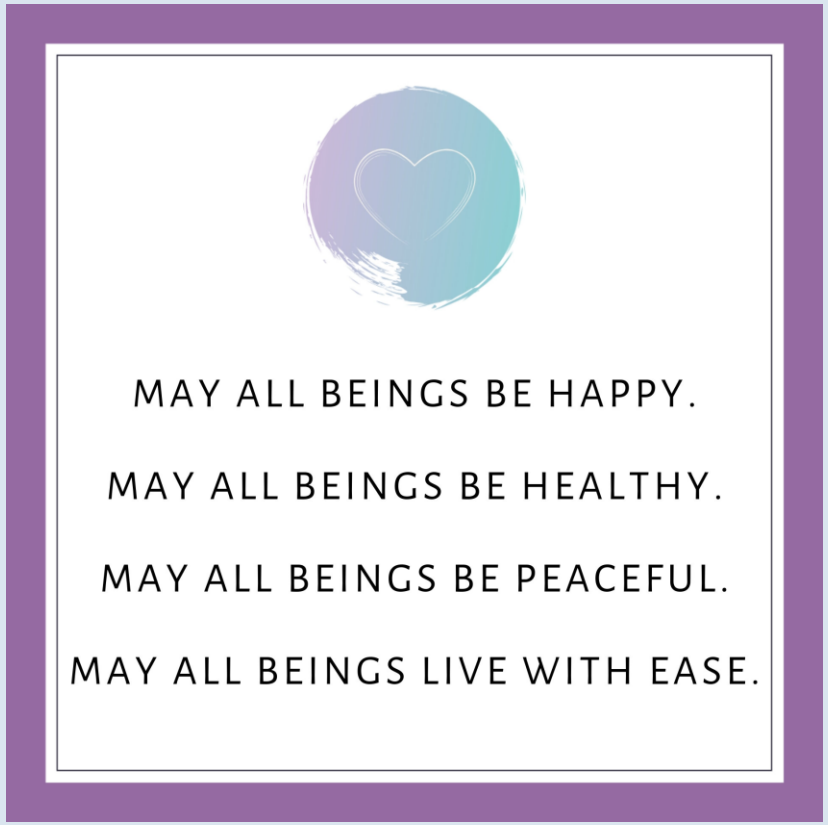
Call to Action

Take-a-ways

- ✓Catch yourself and ask-what am I basing that judgement on
- ✓Be your own devil’s advocate
- ✓Focus on objective forms of data

strengthens conceit. The wise one always forgives first.”

~ R. King



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Thank you

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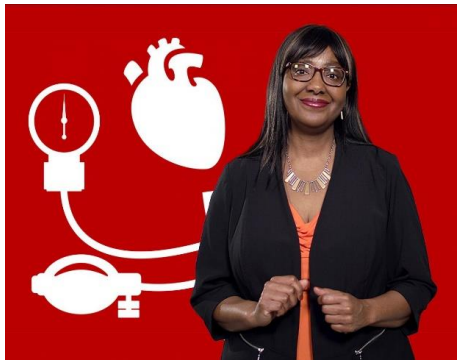
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