

NAMING, UNDERSTANDING, AND **OVERCOMING** RACISM



NAMING RACISM Every day, nurses see how racism operates by unfairly disadvantaging some individuals and communities while advantaging others. Racism persists when we do not aggressively challenge it. The first step to confronting racism is calling it what it is.

UNDERSTANDING RACISM Understanding Racism means working together to identify structures, policies, institutional practices, cultural norms, historical patterns, and values that reinforce and perpetuate racial group inequalities. It means finding out where and how racism is operating, how decisions that allow it to operate are made, who major decision-makers are, and what demands can be made to fight against it.



OVERCOMING RACISM Overcoming racism is powerful and challenging work. It takes joining forces with nurses, patients and communities to make change. It means leveraging your collective power and professional influence to demand institutions, agencies and individuals address injustice. And, it means building systems and structures that value and treat all people and groups equally.



**FOR MORE INFORMATION ON TAKING UP THE FIGHT FOR RACIAL JUSTICE, VISIT:
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