



Undressing the Elephant...

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THE PROBLEM

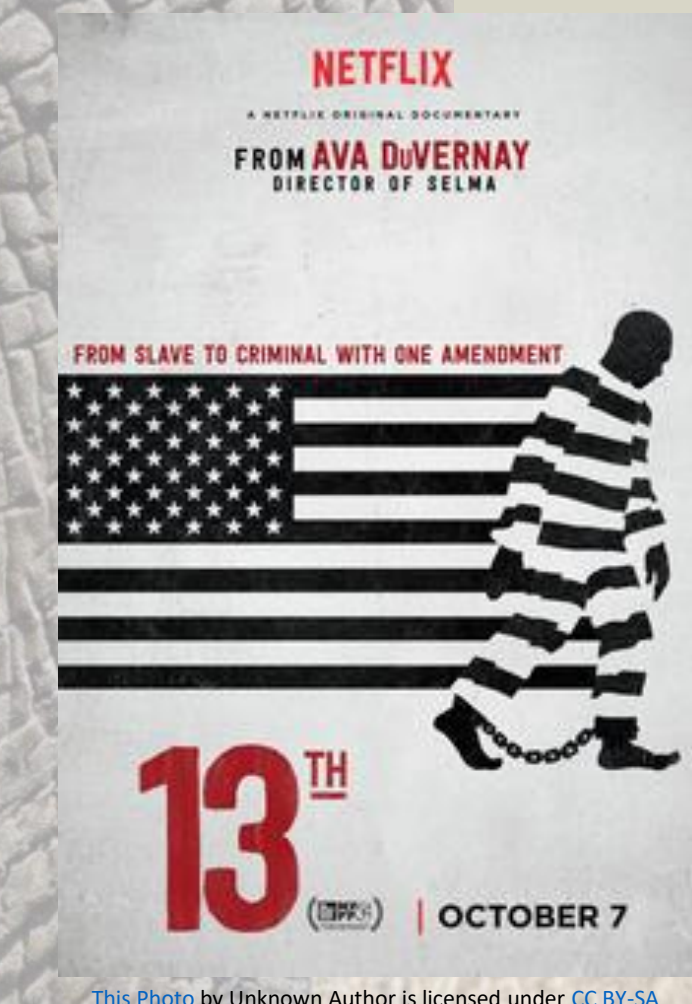
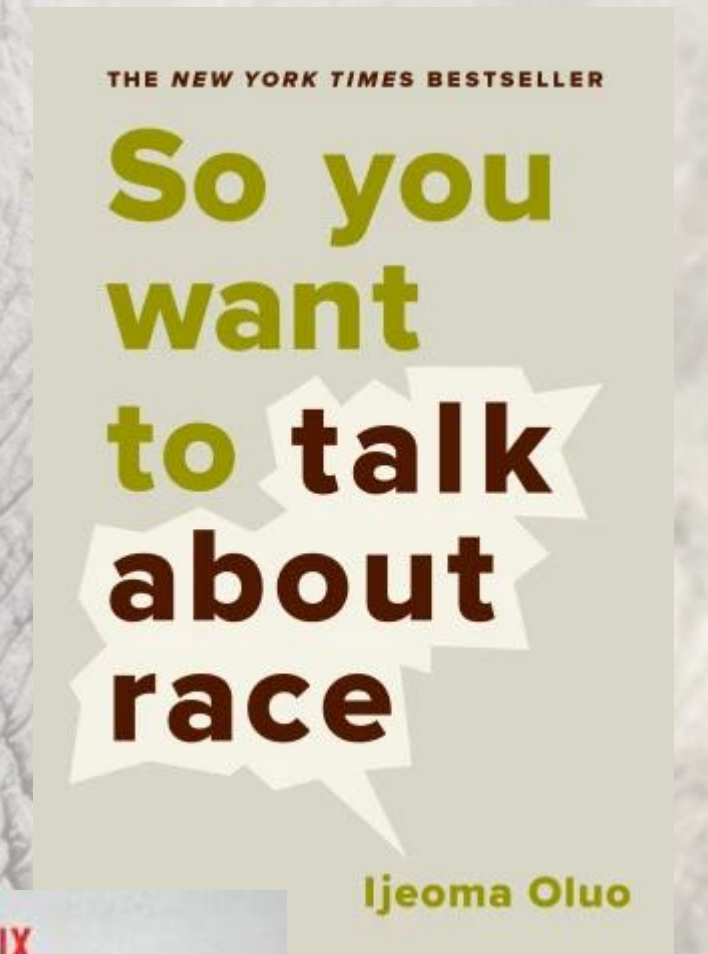
- Academia not immune to issues around racism
- Black students, faculty, staff, patients & providers report biased interactions
- Cognitive understanding of role of racism in health inequity does not assuage discomfort of discussions
- Discomfort is a major barrier that often leads faculty, staff and students to ignore the "ELEPHANT" in the room

BACKGROUND

Health inequity resulting from racism is well documented. Schools of nursing have an obligation to teach about health inequities and racism on multiple levels (personal, institutionalized, internalized), and teach how to examine and address racism. To meet the goal of a workforce that mirrors society, racism must be examined to foster an inclusive academic environment for faculty, staff and students.

OUR SOLUTION

- Forum provided for faculty discussion at division meeting
- Hour long monthly book club for faculty & staff to increase comfort in discussing race/racism
- School-wide movie night followed by discussion



OUTCOMES

- Faculty/staff energized to discuss racism vis-à-vis the book
- Elected continuation of book club next year
- Students expressed usefulness of movie showing and discussion and desire for similar events in the future