

Culturally Responsive Curriculum

NURS 101 Transitions in Professional Practice

Land Acknowledgment

We acknowledge that this learning environment resides in the ancestral home of the Chumash people, particularly the Santa Ynez Band of Chumash Indians. They once lived along the California central coast. Through years of hardships, they overcome all odds to continue to thrive in their ancestral land. This land acknowledgement is a step toward securing meaningful partnership and inclusion in the stewardship and protection of their cultural resources and homelands. We honor these grounds that we are collectively gathered and support the resilience and strength of the indigenous people.

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NURS 101 Transitions in Professional Practice

RACIAL CULTURAL MICROAGGRESSIONS IN NURSING EDUCATION AND PRACTICE

Presented by: Gina C. Torino, Ph.D.

MICROINTERVENTION STRATEGIES

WHAT YOU CAN DO TO DISARM AND
DISMANTLE INDIVIDUAL AND SYSTEMIC
RACISM AND BIAS

DERALD WING SUE | CASSANDRA Z. CALLE
NAROLYN MENDEZ | SARAH ALSAIDI | ELIZABETH GLAESER



Microaggressive Themes (cont)

| Theme | Microaggression | Message |
|--------------------------|--|--|
| Myth of meritocracy | Saying to a commuter student that works full-time and has 2 children, "You can get an A if you work hard like all students." | SES is irrelevant to student success |
| Silencing (for women) | Being overlooked during a discussion | As a woman your contribution is not valuable |
| Assertiveness=Bitchiness | Being labeled a "bitch" by colleagues (men and women) when enforcing policies | Women are supposed to be warm and nurturing and not firm |

Part of the presentation on RACIAL CULTURAL MICROAGGRESSIONS IN NURSING EDUCATION AND PRACTICE. Torino, G.

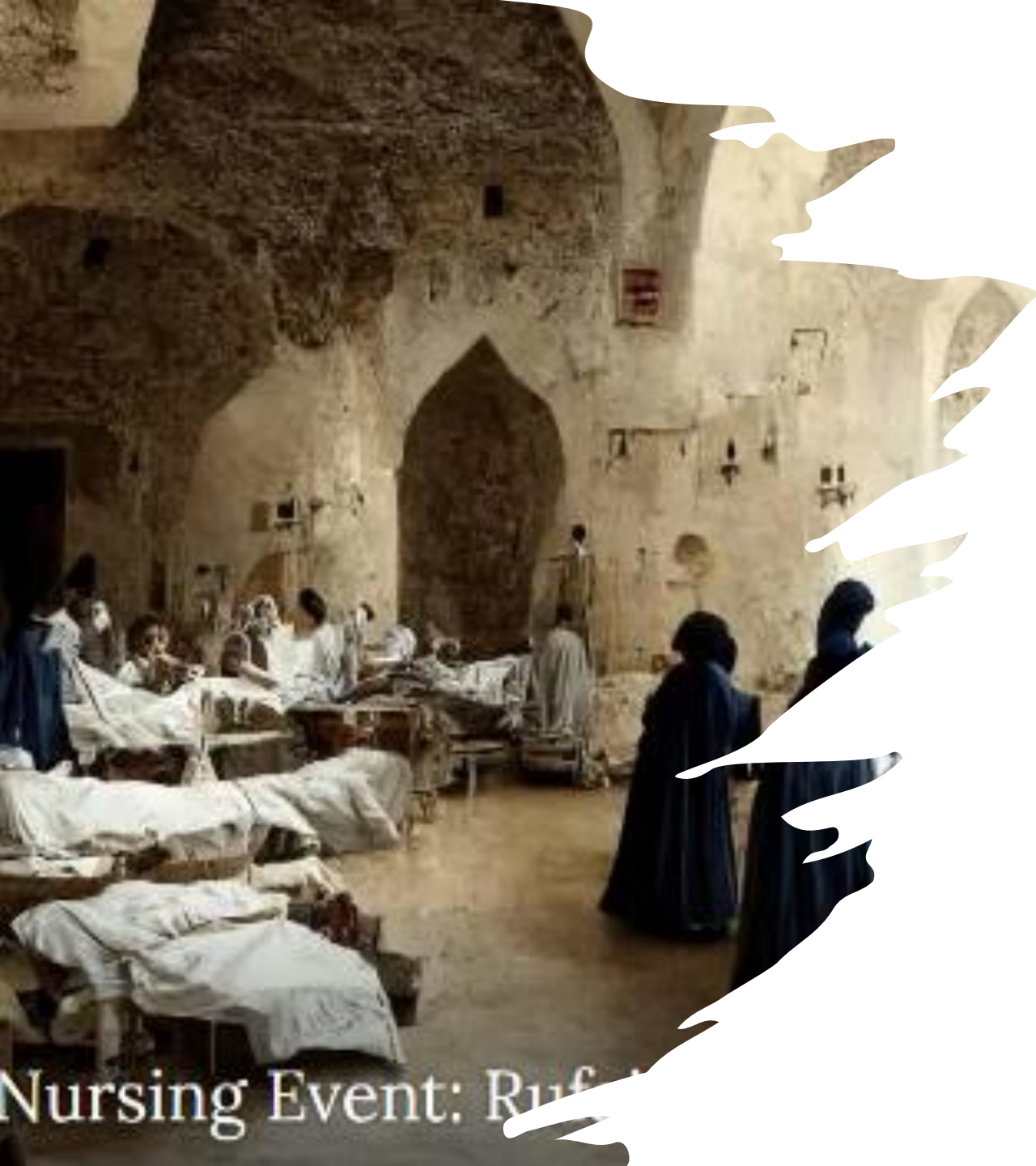
Self-interventions to Mitigate Implicit Bias

Table 1. Self-Interventions to Mitigate Implicit Bias^{11,12,20-26}

| Strategies | Description | Recommended by |
|----------------------------|--|--|
| Counterstereotypic imaging | Nurse, recognizing bias, purposely identifies members of a group who counter the stereotypical image of the group, and replaces the automatic biased image with the positive image. Related to mindfulness. | Institute for Healthcare Improvement, 2017 |
| Emotional regulation | Nurse reflects on "gut feelings" and negative reactions (dislike, fear, frustration) to patients from vulnerable groups. Nurse then intentionally strives to be empathetic, patient, and compassionate. Related to mindfulness and perspective taking. | Joint Commission, 2016 |
| Habit replacement | Nurse frames recognized biases as bad habits to be broken. Develops and uses a personal toolkit of self-interventions to replace the bad habit of biased thinking with the good habit of accepting and caring about each patient as an individual. Related to emotional regulation, individuation, mindfulness, and strategies nurses use to help patients change harmful lifestyle behaviors. | Devine and colleagues, 2012 |

Institute for Healthcare Improvement

- For more than 30 years, the Institute for Healthcare Improvement has used improvement science to advance and sustain better outcomes in health and health care across the world.
- IHI brings awareness of safety and quality to millions, catalyzes learning and the systematic improvement of care, develops solutions to previously intractable challenges, and mobilizes health systems, communities, regions, and nations to reduce harm and deaths.



Women in Nursing

620 AD. Rufaida bint Sa'ad (Rufayda Al-Aslamia).

- Madinah, Saudi Arabia.
- First Muslim female nurse.
- Nursing is a way to show love for Allah.
- First female surgeon. She used her skills to care for the wounded soldiers. Established the first mobile care tents to treat soldiers in the field.

Nursing Event: Rufaida



Women in Nursing

Mary Seacole.

- Jamaican equivalent of Florence Nightingale.
- 19th Century expert in herbal remedies.
- Served in Crimean War.

Equity in Nursing

- Men continue to earn more than women.
- Median Pay: Staff Nurses:
 - Men: \$90,000
 - Women: \$76,000.
- Median Pay: Administration:
 - Men: \$132,700.
 - Women: \$127,047.
- Men represent 13% of overall nursing workforce.
- The gender pay gap is more significant for BIPOC women.

Report Shows Increase in Nurse Gender Pay Gap

By Natalie Vaughn | July 8th, 2022 | 11 Comments



Our recent [2022 Nurse Salary Research Report](#) shed light on nursing salaries during one the most unprecedented events in health care — the COVID-19 pandemic occurring amid an existing problematic nursing shortage crisis and a growing nurse gender pay gap.

A total of 2,516 qualified nurses successfully completed the survey between November 12, 2021, and December 12, 2021, from across the U.S.

Filipino Nurses: History and Stereotype

Filipino nurses in America: The unseen, unsung, untold story



By [Cate Cauquiran](#)

Wednesday, June 1, 2022



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This is the untold story of the Filipino nurse in America, from WWII's past to the pandemic present

Hispanic and Latino/a Nurses You Should Know About

Hispanic and Latino/a Nurses You Should Know About



by Maura Deering, J.D.

Updated August 29, 2022 · 2 Min Read

This post introduces Latino/a and Hispanic nurses, who share a passion for inspiring others in their communities to pursue nursing careers and improve access to healthcare.



Credit: SDI Productions / E+ / Getty Images

According to [2020 survey data](#), 5.6% of registered nurse (RN) respondents reported Hispanic and Latino/a heritage — an increase of 0.3% from 2017. Even so, the nursing workforce continues to follow a disproportionately white trend.

Immigrant Nurses in the United States



**New Survey of Immigrant Nurses in the U.S.
Reveals their Economic Impact**