


What is racism doing in a nice field like nursing?

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Land
Acknowledgement

Chicago, IL

The Loyola community occupies the ancestral homelands of the people of The Council of Three Fires. This Council was an alliance which formed based on the shared language, similar culture, and common historical background of its three historical members: the Odawa, Potawatami, and Ojibwe nations.



Not everything that is faced can be changed. But nothing can be changed until it has been faced. [H]istory is not the past. It is the present. We carry our history with us We are history.

— James Baldwin, 1965



THE ICEBERG

A Tool for Guiding Systemic Thinking

EVENTS

What just happened?
Catching a cold.

React

PATTERNS/TRENDS

What trends have there been over time?
I've been catching more colds
when sleeping less.

Anticipate

UNDERLYING STRUCTURES

What has influenced the patterns?
What are the relationships between the parts?
More stress at work, not eating well, difficulty
accessing healthy food near home or work.

Design

MENTAL MODELS

*What assumptions, beliefs and values do people hold
about the system? What beliefs keep the system in place?*
Career is the most important piece of our identity,
healthy food is too expensive, rest is for the unmotivated.

Transform

Settler Colonialism

- A structure and a process
- Ever-changing and ever-present (not a historical artifact)
- Land becomes property and people too
- Root of individualism, capitalism, exploitation, dehumanization, racialized domination

Whiteness

- Socially constructed ideology of whiteness as dominant and non-whiteness as bad
- Not a thing that only white people hold; white people engage in whiteness because they are socialized to do so
- Intersects with transphobia, ableism, genderism, etc compounding to create asymmetrical power and privilege

Indigenous erasure

- Indigenous people have existed on this land for thousands of years.
- There are over 570 federally and state recognized tribes each with their own languages, [traditions](#), practices, knowledge systems, medicinal practices, and [land](#)
- Named sciences are a result of white people naming concepts that have exist for millennia
- The goal for Indigenous groups is sovereignty

Anti-Black racism

- Dehumanizes Black people and marginalizes them; makes them non-human
- Structure and system that predetermines Black people's place in society; upheld through education policy, transportation policy, food deserts
- Starting in the U.S. in early 1600's with chattel slavery
- Erasure of Black cultural artifacts through white norms (e.g. hair)
 - Intergenerational trauma
 - Other forms of racism extend off this

Racial Formation

- Omi argues that “racial formation is a process of historically situated *projects* in which human bodies and social structures are represented and organized.”
- Racial Formation is linked to the evolution of hegemony (the way in which society is ruled and organized).
- Racial formation works on the social level to not only influence the way that individuals understand race, but also the ways that systems organize humans.

Racial Formation is the sociohistorical *process* by which racial categories and understandings of race are created, inhabited, transformed, and destroyed.

Racism

Whiteness scholars define racism as encompassing economic, political, social, and cultural structures, actions, and beliefs that **systematize and perpetuate an unequal distribution of privileges, resources and power** between white people and people of color (Hilliard, 1992).

- We can understand the organization of humans through the way resources and opportunities are distributed and available.
- Impermeable part of our identities. Where group boundaries are considered impermeable, and where status relations are considered reasonably stable, individuals are predicted to engage in social behaviors.
- Holds a flexible and historically contingent character
- Global project that is re-shaping relations (Omi and Winant, 1994)

Racism in Nursing

Some History and Context





Why do we only know Florence Nightingale?

- Why don't we know these women?
- How did Black women try to gain recognition and validation in nursing in the early 1900's?

Whiteness as Oxymoronic

- Enslaved Black women:
 - Cared for children
 - Helped birth children
 - Provided sick care and eldercare
 - Breastfed children
 - Educated children
- Enslaved Black women:
 - Treated as non-human
 - Treated as animals
 - Treated as unintelligent and uneducated
 - Seen as wild and superstitious
 - Experimented on in order to create a "racial science"

Racial Science

- Categorization of humans particularly focused on innate (aka natural), immutable (aka unchangeable) differences between Black bodies and white bodies.
 - Examples of racial science?
- Racial Experimentation
 - James Sims, “Father of Gynecology”
 - No anesthesia
 - Vesicovaginal Fistula repairs
 - Children
 - Using shoemakers' tools to crack Black children's skulls because they grew too fast
- [Sterilization](#)

Nursing and Indigenous Communities

- Indigenous people are not inherently susceptible to disease
- Ill health is a result of colonial practices
 - Evangelizing to Christianity
- Medicine serves as a tool of coercion, elimination, and assimilation
- Indigenous medicine was not replaced with allopathic bio-medical model.
 - Used both Indigenous medicine and Western medicine

Indigenous Erasure

- Medical history points to erasure:
 - Of Indigenous knowledges and lifeways
 - Of Indigenous people
 - Of Indigenous land
- Erasure came from nurses engaging with these communities, as well as federal policies through the Bureau of Indian Affairs, and federal military incursion on lands.
- Focused on individual peoples' responsibility for health rather than system level failures and structures.



Indigenous Resistance

- Despite white nurses offering health care, many Indigenous people continued to utilizing traditional medicines and health practices.
 - Why do you think they resisted this “help”?
- What are some of the barriers to trust that exist in marginalized communities when it comes to their relationship to nurses/healthcare?

Nursing in a Global Context

- Philippines
 - U.S. created programs to train Filipino/a/x people in the traditional U.S. nursing practices thereby civilizing Filipino people
 - Created policy to bring Filipino/a/x nurses to the U.S.
 - Were poorly treated, underpaid
 - Follows policies of the past where Asian Americans were brought to U.S. and underpaid or mistreated
- Puerto Rico
 - Colonization of PR nursing through civilizing practices
 - Sterilization practices
- Cuba
 - Racial hierarchies were reified through nursing and classism and civilizing practices



When you think of the history of racism in nursing, what words come to mind?

Application of Learning

- One way that you can apply an anti-racist lens to one area of your work (e.g., class, research/scholarship, teaching).
- Thinking structurally (where racism exists) what is a systemic change we can make in the school that will begin to address racism?