



**JOURNEY of RACIAL  
RECONCILIATION**  
AMERICAN NURSES ASSOCIATION

# Amplification Toolkit

# Overview

On June 11, 2022, the American Nurses Association's (ANA) highest governing body took historic action to unanimously adopt a racial reckoning statement. With this action by its Membership Assembly, ANA officially embarks on a racial reckoning journey to acknowledge actions that have caused irreparable harm to nurses of color.

**Journey of Racial Reconciliation** is the name for ANA's multiphase journey of accountability, healing, and reconciliation.

Conversations about race and racism are difficult, and ANA wants to provide resources and support for meaningful discussions and answer the tough questions. This approach aligns with comments ANA has heard throughout this journey leading to the historic vote by ANA's Membership Assembly and action toward reconciliation.

This toolkit is a resource for leaders of nursing organizations who choose to join ANA on the journey and to share and amplify the work that is just beginning.

Please use the content and assets in this toolkit when promoting, amplifying, and having conversations about ANA's racial reckoning journey, statement, and other work to address racism in nursing.

## Toolkit Contents:

- Momentum and Opportunity
- Vision, Mission, and Goals
- Who, What, When, Where, How, and Why?
- Elevator Speech
- Key Messages
- Frequently Asked Questions
- Social Media Content
- Newsletter Content, Quotes, and Definitions
- Brand Assets

# Momentum and Opportunity

**T**he Journey of Racial Reconciliation is the name for the American Nurses Association's (ANA) racial reckoning journey as it seeks to address past racial harms from as far back as the formation of the association in 1896.

The Journey of Racial Reconciliation acknowledges and seeks to address the negative impacts of past decisions while fostering unity in ANA's path forward. This work encompasses a multiphase journey of accountability, healing, and reconciliation.

As the repercussions of [racism](#) cloud today's social, economic, and political climates, examples of systemic injustices have flooded news media. The tragic murder of George Floyd in 2020 is one such example, sparking the largest racial protest in the United States since the Civil Rights Movement. In the wake of this unjust murder, public outcry for racial justice grew and corporate social responsibility in the fight against racism was put in the spotlight. These actions fueled ANA's belief that every organization has a duty not only to correct its past wrongs but to use its platform to effect meaningful change within its sphere of influence.

The Journey of Racial Reconciliation is ANA's relevant and necessary work to reshape and impact the nursing profession and beyond.

According to a [survey of more than 5,600 nurses nationwide conducted by the National Commission to Address Racism in Nursing](#) in October 2021, the effects of racism in nursing among nurses of color are pervasive. More than half of nurses of color have experienced racism in the workplace, and the majority also believe it has negatively affected their professional development. Acts of racism, polarizing disenfranchisement, and systemic injustices within nursing are moral and ethical offenses that do not align with the [Code of Ethics for Nurses with Interpretive Statements](#).

In any instance the actions or omissions of ANA perpetuated these injuries, it is the association's responsibility to address them. At this pivotal moment in our history, ANA has an opportunity to help those harmed by our past missteps.

The future of the profession will be built on current decisions and actions. As a leader within "the most honest and ethical profession," ANA must stand with integrity on the right side of history.

ANA leadership is fully committed to the Journey of Racial Reconciliation, and that journey will take some time.

# Mission and Vision

## Vision Statement

*A healed and antiracist nursing profession for today and the future that meets the needs of all people*

## Mission Statement

To take action toward reconciliation and contribute to the healing of nursing by seeking forgiveness from nurses of color, ethnic-minority nursing associations, the nursing profession, and the communities that have been harmed by ANA's past actions that continue to perpetuate systemic racism today

## Actions

These actions will lead to additional actions and efforts as the American Nurses Association (ANA) continues the journey.

### The ANA Board of Directors will:

- Continue to reckon with and apologize for past harms that are made known to ANA.
- Engage in direct reconciliation with each of the ethnic-minority nurse associations.
- Develop and implement a diversity, equity, and inclusion impact analysis that is considered in all policies and positions of the association.
- Initiate an oral history project dedicated to amplifying the contributions by nurses of color to ANA and the nursing profession.

### The American Nurses Association will:

- Continue to serve as a partner in and to support the [National Commission to Address Racism in Nursing](#) as it strives to create antiracist practices and environments.
- Advocate for and follow established guidance on the reporting of race and ethnicity in professional journals and publications.
- Advocate for appropriate representation and inclusion in textbooks and other educational material.
- Actively engage in a program of diversity, equity, and inclusion within the association.
- Provide transparency into the race and ethnic composition of the ANA Board of Directors, senior staff leadership, and all employees.
- Deliberately work to build diversity within ANA's volunteer and governance structure.

# Who, What, When, Where, How and Why

**Who:** The American Nurses Association (ANA), the premier organization representing the nation's 4.3 million registered nurses, which seeks to publicly acknowledge and take accountability for past actions that have harmed and continue to harm nurses of color and the broader profession.

- Nurses of color, reflecting nurses representing minoritized racial and ethnic groups and whom ANA seeks forgiveness from for its past and harmful actions that have had a lasting impact.
- Ethnic-minority nursing associations that have ably represented the needs of their nurses and communities when ANA's actions contributed to the fragmentation of the profession and nursing care for minoritized communities.
- Nurses from predominantly white groups who stand ready to join us as allies in this journey of healing.
- Nurses from predominantly white groups and others who may view themselves or their ethnic group as superior and who have been advantaged by ANA's actions. The association will educate and call on all of them to join ANA as allies in this journey of healing.

**What:** The Journey of Racial Reconciliation will acknowledge ANA's past actions, take accountability, sincerely apologize, seek forgiveness, contribute to healing, and foster reconciliation with nurses of color, ethnic-minority nursing associations, and other communities that have been harmed.

**When:** Past actions continue to have negative impacts today. The time is now for ANA to stand with integrity on the right side of history.

**Where:** ANA will restore the breach of trust and seek genuine reconciliation and healing at the individual level, at the association level, and across the broader profession.

**How:** ANA will undertake a multiphase journey of public acknowledgment, seeking forgiveness, holding itself accountable, fostering reconciliation, and becoming a restored association.

**Why:** ANA seeks to strengthen itself as a professional association and the broader nursing profession through inclusion, diversity, and equity as we strive for antiracist nursing practices and environments.

# Elevator Speech

## 30-Second Elevator Speech

*“Throughout its history, the American Nurses Association (ANA) has sought to lead the nursing profession into the future.*

*Through acts of omission, when ANA failed to act, and acts of commission, when ANA’s actions have negatively impacted nurses of color and ethnic-minority nursing associations, the association has caused harm and perpetuated the systemic racism seen today.*

*The Journey of Racial Reconciliation is ANA’s multiphased journey to identify, acknowledge, and reckon with these actions that have caused harm and continue to impact the profession.”*

## Referring to the Journey of Racial Reconciliation

- Please use the full name of ANA’s Journey of Racial Reconciliation.

# Key Messages

## **The Journey of Racial Reconciliation is a crucial step in acknowledging and taking accountability for the American Nurses Association's (ANA) history and actions.**

- ANA is prepared to own its actions that have harmed nurses of color and perpetuated systemic racism. These actions have also had harmful impacts at the organizational and the broader professional level.
- On June 11, 2022, ANA's highest governing body took historic action to unanimously adopt a racial reckoning statement. With this action by its Membership Assembly, ANA officially embarks on a racial reckoning journey to acknowledge actions that have caused irreparable harm to nurses of color.
- ANA's racial reckoning statement serves as a starting point for a dedicated, multiphase journey that sets a path forward to seek forgiveness and pursue healing and reconciliation.

## **A complete accounting of ANA's past actions will be difficult to obtain and document. However, the association can pinpoint key moments when it demonstrated inaction and failure to represent the needs of nurses of color.**

- ANA's inaction and ethical failures continue to impact the broader profession today.

- Nurses of color are still underrepresented in leadership positions within ANA and many other professional settings.
- Nurses of color continue to face barriers in advancing academically and in the pursuit of educational opportunities.

## **Racism is historically rooted in the nursing profession and continues today.**

- ANA must and is prepared to take accountability for contributing to this dark history of the profession.
- Nurses from marginalized and underrepresented races and ethnicities have historically worked and continue to work in environments where biased processes and structurally racist practices are inherent and pervasive.
- Nurses of color overwhelmingly report experiencing racist attitudes, actions, and micro- and macroaggressions demonstrated by some nurses from predominantly white groups and others who may view themselves or their group as superior.
- Sadly, these types of racist behaviors have been allowed to go unaddressed for decades.

# Key Messages

**The issue of racism in nursing is an indelible stain on the profession that directly impacts the quality of care of the patients and communities that we serve.**

- According to a [survey of more than 5,600 nurses nationwide, conducted by the National Commission to Address Racism in Nursing in October of 2021](#), racism in nursing is a pervasive problem.
  - Nearly half of nurses say there is a lot of racism in nursing.
  - Many nurses (63%) say they have personally experienced racism in the workplace.
  - Fifty-six percent of nurses say racism in the workplace has negatively impacted their professional well-being.
  - Many respondents across the Hispanic (69%) and Asian (73%) populations as well as other communities of color (74%) reported that they have personally experienced racism in the workplace.
  - Overwhelmingly, the survey findings indicate that Black nurses are more likely to both personally experience and confront acts of racism.
  - The majority (92%) of Black respondents have personally experienced racism in the workplace from their leaders (70%), their peers (66%), and the patients in their care (68%).
  - Over three-fourths of Black nurses surveyed expressed that racism in the workplace has negatively impacted their professional well-being.
- Racism within nursing contradicts the core values that embody the profession that the American public consistently [ranks in an annual Gallup Poll as the most honest and ethical](#).
- In addition to uncovering racist behaviors and structures in the workplace, the COVID-19 pandemic exposed long-standing disparities and inequities in health care experienced by nurses of color. According to a [2021 survey conducted by the American Nurses Foundation](#):
  - Black and Hispanic/Latinx nurses were more likely than white nurses to be in roles providing direct care to COVID-19 patients (58% and 63%, respectively, versus 49%).
  - Black and Hispanic/Latino nurses were twice as likely as white nurses to have been diagnosed with COVID-19 (10% and 11%, respectively, versus 5%).

**This journey of racial reckoning is juxtaposed against the reality of nursing being the most trusted profession while not being immune to societal challenges and backgrounds that influence our views.**

- Nurses from predominantly white groups and others who may view themselves or their group as superior have throughout history demonstrated racist attitudes and actions, including micro- and macroaggressions against nurses of color.
- Nurses of color who experience racism describe it as a physical and mental assault on their whole being. During the [May 2021 listening sessions of the National Commission on Racism in Nursing](#), many nurses said they never recover from the suffering and trauma of prejudice, discrimination, and racism.



# Key Messages

- Nurses are human, which means we are inherently flawed. As a national leader, ANA has not always lived up to its core values.
- Yet while the intent is debatable, the impact of racist behaviors and actions is not.
- Racism is a public health crisis that impacts people’s mental, spiritual, and physical health as well as overall quality of life and has absolutely no place in the nursing profession.
- Racists attitudes, actions, behaviors, processes, and structural and systemic practices in the nursing profession must be identified, addressed, and eradicated.
- In any instance that the actions or omissions of ANA perpetuated these injuries, it is our responsibility to acknowledge and address them.
- At this pivotal moment in history, ANA is presented with an opportunity to help those harmed by its past missteps.
- The future of the profession will be built on today’s decisions.
- As leaders of the “[most trusted profession](#),” ANA is prepared and committed to standing with integrity on the right side of history.

## **The Code of Ethics for Nurses with Interpretive Statements obligates all nurses to be allies and to speak up against racism, discrimination, and injustice.**

- It is ANA leadership’s ethical obligation and humanity that compel the association to embark on this journey and try to right past wrongs.
- Acts of racism, polarizing disenfranchisement, and systemic injustices within nursing are moral and ethical offenses that do not align with the Code of Ethics for Nurses.

## **The Journey of Racial Reconciliation is ANA’s relevant and necessary work purposed to reshape and impact the nursing profession and beyond.**

- The repercussions of racism cloud today’s social, economic, and political climates, examples of systemic injustice have flooded news media.

## **This is a journey.**

- As a national leader, ANA has an obligation to forge a path of genuine acknowledgment, reconciliation, and healing for nurses of color, ethnic-minority nursing associations, the nursing profession, and the communities that we serve.
- This is not something that will be easily accomplished or quickly realized.
- ANA is committed to wholly embarking on this journey.

# Frequently Asked Questions

## **What is the purpose of racial reckoning?**

For the American Nurses Association (ANA), the purpose of racial reckoning is to create a space for us to examine our past actions, behaviors, and policies that contributed to marginalizing and harming nurses based on their race and ethnicity. The “reckoning” aspect involves acknowledging past harms, apologizing and seeking forgiveness, and establishing accountability so that these behaviors, actions, and policies will never occur again.

## **Why is ANA spending so much time on this when there are other issues impacting the nursing profession, such as staffing and workplace violence?**

Great leaders acknowledge and take responsibility for mistakes and harm whether intentional or unintentional. A necessary part of healing and future actions is asking for forgiveness, which ANA speaks to in its statement on racial reckoning. ANA strongly believes that this issue must be addressed along with the many others that impact the profession. The evidence is quite clear from the literature, surveys, and listening sessions that racism is negatively impacting not only nursing colleagues of color but also the profession and its ability to safely care for all patients. Issues such as staffing and workplace violence are directly impacted by racism—it uniquely affects every aspect of the profession. By working to alleviate the harms of racism, ANA will improve its efforts to address workplace violence and staffing issues. ANA’s mission is to lead the profession to shape the future of nursing and health care. Addressing racism is foundational to our mission along with the many priority issues confronting ANA and the profession.

## **Why is ANA considering this racial reckoning statement now?**

With the establishment of the National Commission to Address Racism in Nursing, ANA leadership realized that the association needed to intentionally look at its history and make amends. This is necessary for credibility in speaking about the impact of racism in nursing today. ANA leadership recognizes that we are late in offering this public acknowledgment and is fully committed to apologizing to communities of color for our past actions that contributed to furthering racism in the nursing profession while also laying out a plan for moving forward.

## **Why does the statement not include any of the good things that ANA has done?**

The purpose of this statement is for ANA to fully own its past actions that contributed to racism within the profession with an emphasis on the physical and mental harm that was done to our colleagues of color. It is about acknowledging when ANA failed to live up to the professional values established through the historical and current versions of the Code of Ethics for Nurses. This statement also recognizes when ANA failed to lead as the professional association for nurses.

## **Why does the language in the statement rely so heavily on terms such as “forgiveness” and “healing”?**

ANA is intentional in the use of this language to reflect the deep sincerity of this statement and to honor the understanding that our actions caused irreparable physiological, psychological, and socioeconomic harm not only to our colleagues of color but also to their communities and the multiple generations that followed.

## **What does ANA mean when it says that racism continues today within nursing?**

Through the work of the National Commission to Address Racism in Nursing, ANA knows that racism continues within the profession. This is clear through the countless stories and experiences shared during the listening sessions held in spring 2021, and in the findings from the Commission’s 2021 national survey. Our colleagues of color speak of ongoing racial discrimination and harm that they face in nursing education, practice, policy, and research.

## **What does this mean for individual nurses, constituent and state nurses associations, the individual member division, and organizational affiliates moving forward?**

ANA recognizes that this is important, necessary work that we as leaders of the association and within the profession must undertake. ANA also invites all nurses and nursing associations to engage with us on this journey of reckoning and reconciliation, forgiveness, and healing, to strengthen who we are as a professional association and within the broader nursing profession as we strive to advance antiracist nursing practices and environments.

## **How does this statement relate to the National Commission to Address Racism in Nursing?**

The focus of the Commission, which launched on January 25, 2021, in collaboration with leading ethnic and minority nursing organizations, is to examine the issue of racism within nursing nationwide and within the broader profession. This racial reckoning statement is exclusively the work of ANA and is focused on our organizational history. ANA's involvement in both aspects of this work is necessary because we hold accountabilities at both the organizational and professional levels to address the issue of racism in nursing. While data gathered from the Commission's work informed ANA's need and urgency to reckon with our history, the reckoning statement is not a product of the Commission.

## **What is ANA's goal for this effort?**

The goal is to recognize the harm that ANA has caused from past actions while also seeking forgiveness. In addition, ANA is striving for a more inclusive, diverse, and equitable professional organization. These basic and foundational principles are nonnegotiable in order to meet the needs of all nurses and people.

## **What about the American Nurses Foundation, the American Academy of Nursing, and the American Nurses Credentialing Center?**

This statement reflects only the stance of the American Nurses Association, the oldest entity within the ANA Enterprise. Each of the other organizations can engage in their own internal discussions to consider whether such a statement is warranted given their own past actions.

## **Whom is ANA referring to when using the term “nurses of color”?**

ANA has chosen to use the term “nurses of color” to reflect all nurses representing minoritized racial, ethnic, and indigenous groups. It is ANA's intention to be fully inclusive in the use of this term.

## **Why does this statement focus on racism and not reference other forms of discrimination?**

ANA is fully aware that there are other forms of discrimination (e.g., age, disability, sexual orientation, religion). However, history and the overall pervasiveness of racism within our country and nursing calls on us to act. ANA's hope is that as we address racism in nursing there will be a positive impact on all other forms of discrimination.

# Social Media Content

For an apology or reconciliation to be valid, the message must first be heard. Social media has the unique ability to elevate authentic messages and bring together audiences faster than ever before. For these reasons, the American Nurses Association (ANA) invites you to support and join us in this journey and encourages you to share, engage with, and amplify this content.

The following sample posts are provided as opportunities for you and your organization to take part in our journey and the broader conversation.

When sharing your posts, please be sure to tag [@ANANursingWorld](#) (for Twitter and Instagram) and [@American Nurses Association](#) (for Facebook and LinkedIn) and use hashtag [#ANARacialReconciliation](#).

## TWITTER and INSTAGRAM:

### POST 1



**Copy:** We support @ANANursingWorld in its journey toward racial reconciliation & healing. As leaders in the nursing profession, we applaud ANA for taking a meaningful first step

with its racial reckoning statement.  
[Your Organization's Link]  
[#ANARacialReconciliation](#)

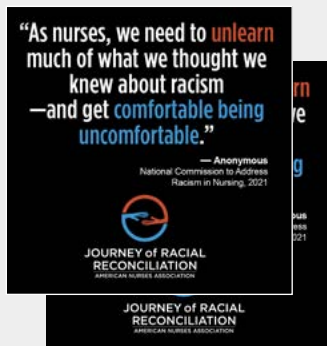
### POST 2



**Copy:** The contributions & achievements of ALL groups are necessary to advance the profession. We acknowledge that exclusion & bias benefit NO ONE. We applaud @ANANursingWorld's

racial reckoning statement.  
[Your Organization's Link]  
[#ANARacialReconciliation](#)

### POST 3



**Copy:** To redefine the future of #nursing, we must overcome limiting, ineffective & biased beliefs. We acknowledge & support @ANANursingWorld in its journey toward

racial reconciliation & healing.  
[Your Organization's Link]  
[#ANARacialReconciliation](#)

### POST 4



**Copy:** We acknowledge & support @ANANursingWorld in its journey toward racial reconciliation & healing. As a leader in #nursing, [Your Organization's Name]

is also committed to standing with integrity on the right side of history.  
[Your Organization's Link]  
[#ANARacialReconciliation](#)

## FACEBOOK & LINKEDIN:

### POST 1



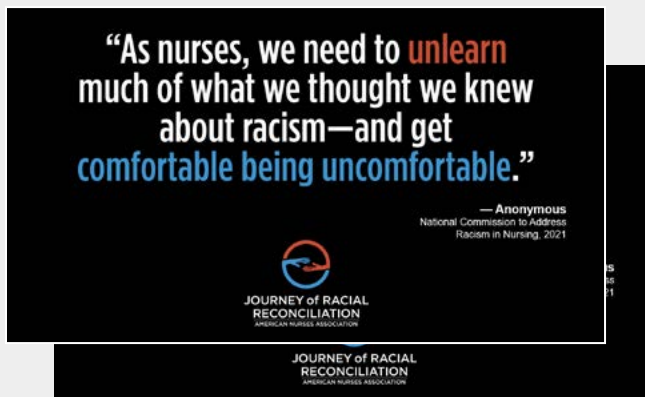
**Copy:** [Your Organization's Name] supports @American Nurses Association in its journey toward racial reconciliation and healing. As leaders in the profession, we are committed to modeling fair and equitable treatment for all. [Your Organization's Link] #ANARacialReconciliation

### POST 2



**Copy:** The contributions and achievements of ALL groups are necessary to advance the profession of nursing. [Your Organization's Name] acknowledges that exclusion and bias benefit NO ONE. [Your Organization's Link] #ANARacialReconciliation @American Nurses Association

### POST 3



**Copy:** To redefine the future of #nursing, we must overcome limiting, ineffective, and biased beliefs. We acknowledge & support @American Nurses Association in its journey toward racial reconciliation & healing. [Your Organization's Link] #ANARacialReconciliation

### POST 4



**Copy:** We acknowledge and support @American Nurses Association in its journey toward racial reconciliation and healing. As a leader in nursing, [Your Organization's Name] is also committed to standing with integrity on the right side of history. [Your Organization's Link] #ANARacialReconciliation

# Newsletter Content, Quotes, and Definitions

## Newsletter Content

1. On June 11, 2022, the American Nurses Association's (ANA) highest governing body took historic action to unanimously adopt a racial reckoning statement. With this action by its Membership Assembly, ANA officially embarks on a racial reckoning journey to acknowledge actions that have caused irreparable harm to nurses of color. [Your Organization's Name] joins ANA and asks nurses, the health care community, and health care consumers to also join the journey toward racial reconciliation and healing. [\[Link to ANA Racial Reckoning Statement\]](#)
2. In a racial reckoning statement, the American Nurses Association (ANA) has taken a crucial first step in acknowledging and taking accountability for its history and actions that have harmed nurses of color and perpetuated systemic racism. [\[Link to ANA Racial Reckoning Statement\]](#)
3. The repercussions of racism cloud today's social, economic, and political climates, and examples of systemic injustices have flooded news media. As leaders of the "most trusted profession," ANA leadership committed to standing with integrity on the right side of history through the release of a racial reckoning statement as a meaningful first step toward racial reconciliation and healing. [\[Link to ANA Racial Reckoning Statement\]](#)

## Quotes and Definitions

1. ***"RACISM: Assaults on the human spirit in the form of actions, biases, prejudices, and an ideology of superiority based on race that persistently cause moral suffering and physical harm of individuals and perpetuate systemic injustices and inequities."***

—National Commission to Address Racism in Nursing, 2021

2. ***"The power in nursing is primarily held by middle-aged and old white women who have just recently begun to consider racism in nursing care. There are racist principles that have been carried down through history and never been challenged."***

—Anonymous, National Commission to Address Racism in Nursing, 2021

# Brand Assets

ANA has developed a robust toolkit of brand assets to use across a variety of communications efforts and channels.

The following brand assets are available for use:

- **Word Document Template**
- **PowerPoint Presentation Template**
- **Brand and Style Guide**
- **Logos**
- **ANA Racial Reckoning Statement PDF**

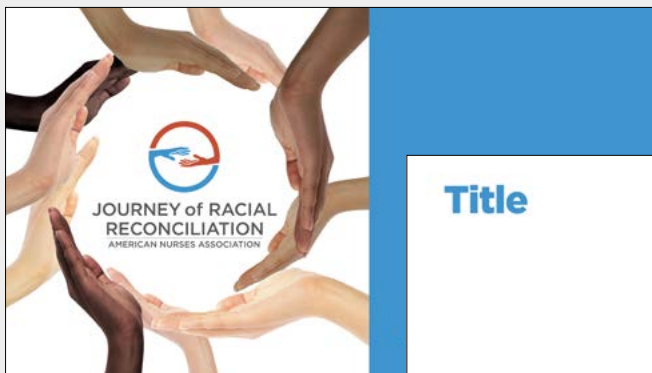
Follow this [link](#) to access and download the available assets:



**Logos and Brand Guide**



**Word Document Template**



**PowerPoint Presentation Template**

