

Building a Culture of Health: Driving Health Equity and Addressing Structural Racism

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Welcome & Introductions

- Today I represent ...
- The multiple hats I wear ...
- I'm constantly striving for ...

Now, share in pairs!



Today We'll Be Talking About ...

- What *is* a Culture of Health?
- Health equity: Essential for a Culture of Health
- What will it take to achieve health equity?
- How will we get there?
- The role nurses and nursing can play

An Audacious Vision

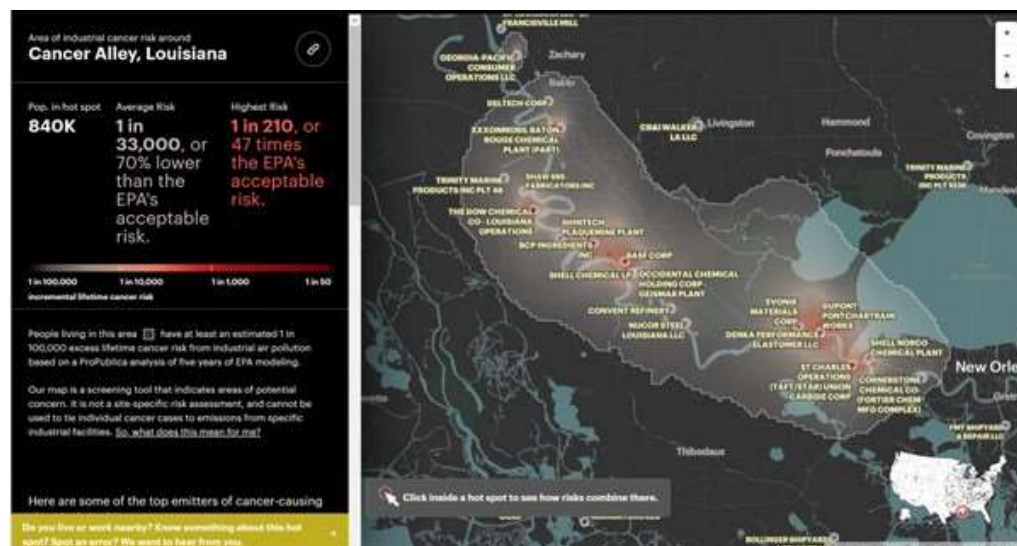
The Robert Wood Johnson Foundation is committed to improving health and health equity in the United States. In partnership with others, we are working to develop a Culture of Health rooted in equity that provides every individual with a fair and just opportunity to thrive, no matter who they are, where they live, or how much money they have.

Health Equity: Essential for a Culture of Health



What Will It Take to Achieve Health Equity?

The Importance of *Disrupting* Structural Racism



How Will We Get There?

- **Healthy & equitable communities**
- **Equitable & accountable public health and healthcare systems**
- **Healthy children & families**
- **Collaborative & inclusive leadership**



The Essential Role We Can Play



- **Banish labels**
- **Do our homework**
- **Expand our leadership narratives**





Banish Labels

Do Our Homework, Reckon With Our History



Do Our Homework, Reckon With Our History

“Race is a social construct. No genetic predisposition places Black women at risk for dying during childbirth.

I'm going to say that one more time. *There's no genetic predisposition that puts Black women at risk for dying during childbirth.*”

- **Lucinda Canty, PhD, CNM, FACNM**
Decolonizing nursing through the lens of Black maternal health,
Nursing Philosophy, February 2023

Expand Our Narratives About Leadership

Think

Think beyond positional leadership

Act

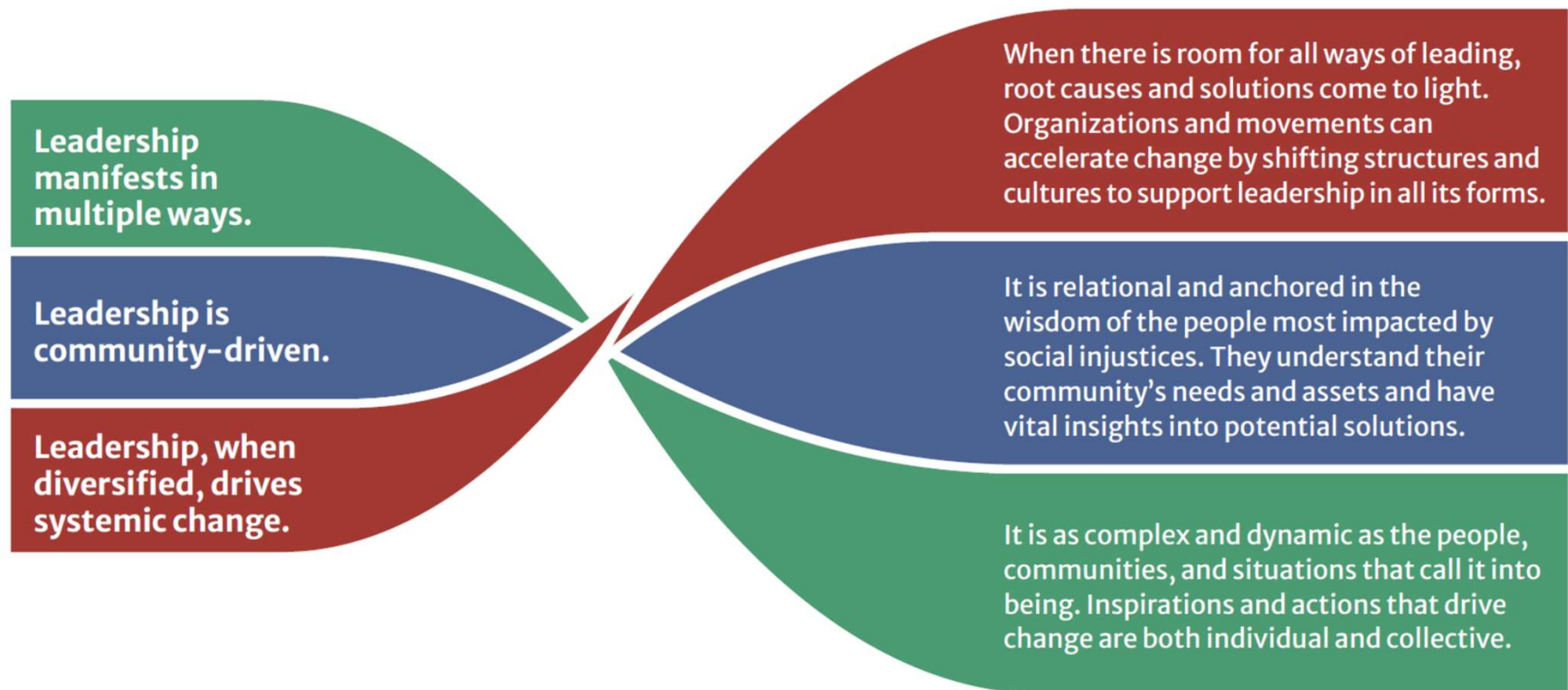
Act for nurse well-being

Connect

Connect pockets of innovation



Think Beyond Positional Leadership



Act for Nurse Well-Being



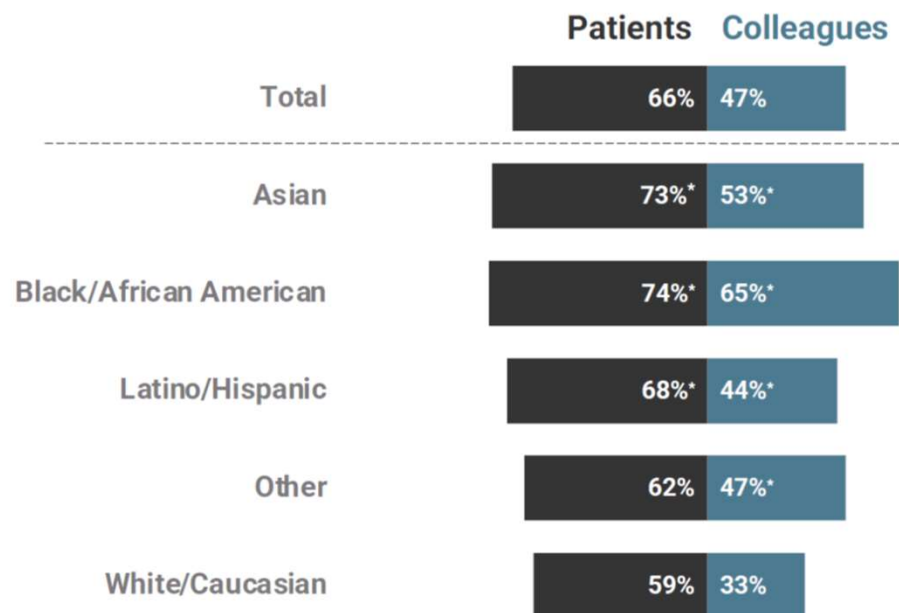
The applauding and the clapping—that's great. It serves a purpose, but it comes to a point where it's patronizing and it's borderline disrespectful. You know, it's great when I'm walking into work and someone's clapping. And I go up to the floor and half the floor is crying, the floor is on fire, you know? So why is everyone else at clapping? We need help. There was no thought behind it because if there was thought behind it, people would have been up on the floors helping us.

- Jackie O'Halloran



Act for Nurse Well-Being


2 in 3 nurses have seen or experienced microaggressions from patients due to race/ethnicity, and nearly half (47%) of nurses said the same about microaggressions from colleagues



Black/African American and Asian nurses are most likely to have seen or experienced microaggressions from both patients and colleagues



Connect Pockets of Innovation

**Raising the Bar**
Healthcare's Transforming Role

[Executive Summary](#)[Introduction](#)[Partners and Process](#)[Principles](#)[Provider Role](#)[Employer Role](#)[Partner Role](#)[Advocate Role](#)[Bright Spots](#)[Glossary](#)[Resources](#)


Principles into Practice: Provider Role

Raising the Bar's five principles provide the foundation for transformational action by healthcare payers, providers, and other organizations. *Raising the Bar* describes four essential roles played by healthcare, providing a framework for how the principles can be put into practice.

This section focuses on healthcare's role as a PROVIDER, including the essential role payers and other organizations play in facilitating the provision of healthcare, and outlines concrete actions, each with a commitment that healthcare can make to advance equity and excellence, and a set of tactical strategies.

Following the Roles and Actions, there are a set of vignettes which highlight examples of organizations already advancing efforts in line with those actions outlined in the PROVIDER role. There is also a set of resources for healthcare stakeholders looking for a place to begin or to amplify ongoing work in this role area. An aggregated set of the *Raising the Bar* [Resources](#) is available.

PROVIDER ROLE Provide Whole-Person Care to Achieve Health Equity


**RAISING THE BAR**
IN NURSING

[Home](#)[About](#)[Meet the Committee](#)[Interviews](#)[Documentaries](#)[Resources](#)[Q](#)

The Interviews


40 Interviews were carried out in 2021 with nurses from around the United States. The interviews span decades of professional and personal experience of nurses of color, covering a large range of topics and concerns.

All words and images in the recordings belong to the participating interviewers and interview subjects, and are used here in sole use by permission. Any reproduction, repurposing or distribution of stories requires further written consent.




Nikki E. Akparewa

Nikki shares why nursing connects her to community, and the trauma that comes from passive-aggressive racism.



Kemmarie Beal

Kemmarie discusses the trauma of nursing education as a Black Jamaican woman, and standing up to a professor.



Dr. Jitana Benton-Lee

Jitana shares her experience growing up with nursing and what she believes is the path to equitable healthcare.



This is Our “Why”

“I say that nursing is *an act of justice*, or at least that it should be an act of justice, because we live in a world where so many people aren’t treated fairly and there’s a lopsidedness and disproportionate treatment of people. And as a nurse, when I’m working with a patient or when I’m working with someone in the community, I have the opportunity for that short amount of time that I’m with them to negate or correct the wrongs ... I can’t do it alone, but for a moment I can make that person feel valued. It’s my job to make them feel valued. Make them feel heard ... and I think if more nurses get into the idea ... I think we would start seeing more progression in equity.”

Patrick McMurray, RN

Thank You!

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Resources

- Whose land am I on? <https://native-land.ca/>
- Cancer-causing pollution map: <https://projects.propublica.org/toxmap/>
- Florence Nightingale: <https://nursejournal.org/articles/facts-about-florence-nightingale/>
- Mary Seacole: <https://education.nationalgeographic.org/resource/mary-seacole/>
- SHIFT Nursing: <https://www.shiftnursing.com>
- *Who Cares? A Nurse's Fight for Equity*:
<https://www.shiftnursing.com/whocares>
- Raising the Bar: <https://rtbhealthcare.org/>
- Reckoning on Racism in Nursing: <https://reckoningwithracisminnursing.org/>

