

Do you really want to be an anti-racist nursing educator?

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Vocabulary

Racism- a system of advantage based on race (Tatum, 1997)

Anti-racism- active resistance against racism

Not the same as “not racist”

Pedagogy- the art, science of teaching

Praxis- practical application of a theory

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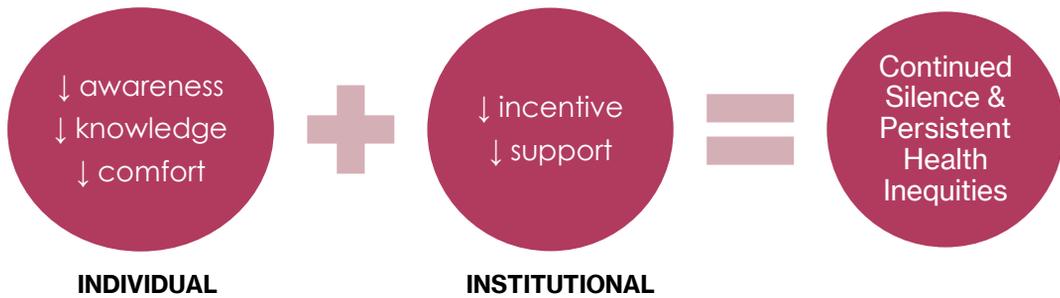
Start with WHY

- Why is anti-racist teaching so important?



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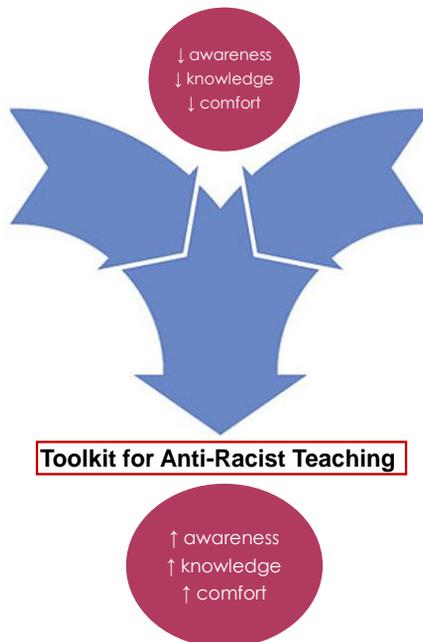
Why is it so hard?



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Literature Review

- Best anti-racist teaching strategies
- 63 multidisciplinary articles
- 4 themes:
 - Experiential/Encounter
 - Reflection
 - Discussion
 - Activism
- Represented Kolb's Learning Cycle



Needs Assessment (N=42)

- 34-Nsg, 4-Pharm, 4-SW, 0-Med
- Barriers:
 - Time
 - Institutional value
 - Support & recognition
- Needs:
 - Responding to microaggressions
 - Selecting BIPOC authors
 - Identifying racism in texts & assignments
 - How to "fit" into course
- Desired delivery: hands-on workshop & video demonstrations

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Anti-Racist Pedagogy



- Not only what you teach but how you teach
- Begins with faculty awareness and self-reflection of social position
 - This lens is applied to teaching, research and service (department, institution, community)
- Organizing efforts for institutional and social change beyond your classroom or clinic space

- Is **NOT** a ready-made product that can be applied to your course but a PROCESS that begins with us as individual faculty and continues as we apply an anti-racist lens to course content, pedagogy, activities, and interactions

Kishimoto, 2018

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Anti-Racist Praxis

Challenge assumptions and foster students' critical analysis skills

Develop students' awareness of their social positions

De-center authority in the "classroom" and have students take responsibility for their learning process

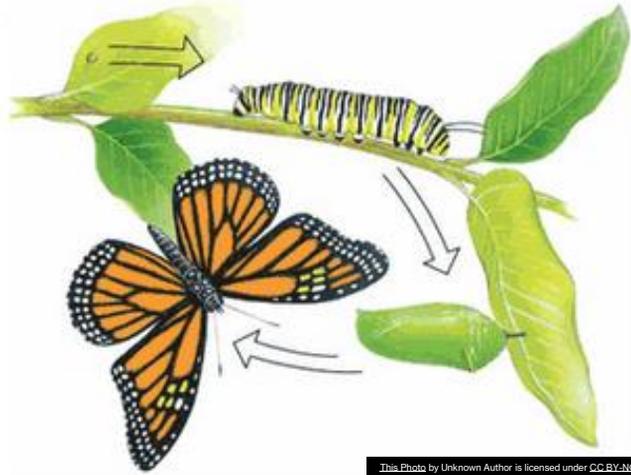
Empower students to apply theory to practice

Create a sense of community in the 'classroom' for collaborative learning

**Focus on the PROCESS of learning and not prescribed outcomes

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Becoming



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References and Resources

[Instead of these ableist words, use inclusive language at work](#)

[Start with 'Why'-How great leaders inspire action](#), Simon Sinek TED Talk

Tatum, B.D. (1997). *Why are all the Black kids sitting together in the cafeteria? And other conversations about race*

Kishimoto, K. (2018). *Anti-racist pedagogy: from faculty's self-reflection to organizing within and beyond the classroom*

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