



Connecticut Nurses Association Statement of Stance

Racism

Racism and poverty are public health problems impacting not only persons of color, but all Americans. The Connecticut Nurse Association supports all nurses of color providing care to diverse populations within the state of Connecticut. We are in support of and recognize the American Nurses Association's 2018 Position Statement of the nurse's role in addressing discrimination both in our nation and workplaces. And, as professional nurses, will welcome inclusivity into our practice settings, while advocating against policies that perpetuate racism, discrimination, and exclusivity toward nurses of color and patients/clients in vulnerable populations (i.e. low socioeconomic status, Older Americans, mothers, infants and children, ethnic-minorities, LGBTQ, and persons who have immigrated from countries outside of the United States).

Our core principle is to make a conscious commitment to address equity, racism, poverty, and health disparity; to ensure that our work at the Connecticut Nurses' Association reflects our commitment to diverse populations throughout the state of Connecticut.

[ANA Position Statement: The Nurse's Role in Addressing Discrimination: Protecting and Promoting Inclusive Strategies in Practice Settings, Policy and Advocacy](#)

September 22, 2020



The Connecticut Nurses Association has identified three initiatives that support health equity and increase diversity in the profession of nursing within the state of Connecticut. These include the following:

The Connecticut Nurses Association supports the action of increasing of diversity in the Connecticut nursing workforce by:

1. Create a Workgroup, Nursing **Leadership Academy** to:
 - a. Engage High Schools in diverse communities to promote the Nursing Profession
 - b. Create a toolkit for nurses to use at career fair
 - c. Engage schools to include a nurse speaker
 - d. Create a speaker bureau of nurses
 - e. Match school and nurse speaker

2. Present Nursing Professional Days for high school students:
 - a. Develop a Nursing Professional Day Program that is composed of CNA membership volunteers committed to the development of nursing leadership competencies across the nursing education continuum, beginning with promoting nursing as a top career choice. Partner with CSDE/HOSA to develop future nursing leaders via presentations in high schools throughout Connecticut

3. Government Relations Committee Champion:
 - a. Identify a GRC Champion for health equity, racism, poverty.
 - b. Identify coalitions that amplify issues/concerns
 - c. Provide updates to specialty organizations, including organizations such as Northern CT Black Nurses Association , SCBNA, National Association Hispanic Nurses (Hartford) NAHN (Bridgeport, CT Chapter) CHC
 - d. Immediately notify CNA membership of healthcare policies and legislation in Connecticut impacting the health equity of vulnerable populations. Collaborate with other agencies and local Departments of Health to improve healthcare access to underserved populations

4. The CNA will serve as an impartial resource voice for nurses of color experiencing discrimination within their places of employment. New graduate nurse support. Next Generation RN and Seasoned Nurses – managing change