

Letter to the Editor

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Dr. Cheryl van Daalen-Smith, RN, PhD,
Editor, Witness: The Canadian Journal of
Critical Nursing Discourse

*nursing towards anti-racist and decolonial
practice*' by critically examining anti-racist
indicators in Nursing programs.

Dear Dr. van Daalen-Smith,

Thank you for providing an innovative scholarly 'space and place' dedicated to critical nursing discourse for social justice. We are writing in response to the call for papers on *Disrupting Nursing: Towards Anti-Racist and Decolonial Practice*. While we considered submitting a typical scholarly work for this journal special edition, we see the relevance of offering an open letter to the editor with signatures from our Nursing colleagues to convey support for action regarding anti-racism in Nursing education. Amidst many opportunities to create positive change and examine systemic anti-racist decolonial practices (Moorley et al., 2020), we are advocating for concrete action at the root of Nursing education programs by way of a *structural anti-racism audit*.

On December 18, 2020, we participated in a forum by The Nursology Theory Collective (founded by Chloe Litzzen, Jessica Dillard-Wright, Jane Hopkins Walsh, and Brandon Brown) with Dr. Lucinda Canty and Patrick McMurray on "Equity, Diversity, Inclusion, Justice and the Future of Nursing". Their thought-provoking discussion on creating an anti-racist future for Indigenous, Black and racialized nurses included a call to action by participants: we responded with a proposed *structural anti-racism audit*. While we are aware of program audits related to diversity, equity, and inclusion (Chun & Evans, 2019; Olson, 2020; Skrla et al., 2004; Skrla et al., 2009; Zion, et al., 2020), we did not locate program audit related literature specific to anti-racism. A *structural anti-racism audit* is a promising innovative approach to 'disrupt

Based on decolonial and antiracist theory (Garneau et al, 2018; Gaudry & Lorenz, 2018; Kendi, 2019; McGibbon & Etowa, 2009), we propose to engage in systems-level action (McGowan et al, 2020; Mulgan, 2006; van Wijk et al., 2018) and examine institutional structures through an anti-racist framework (Sutton, 2002) based on audit processes for equity, diversity, and inclusion (Chun & Evans, 2019; Olson, 2020; Skrla et al., 2004; Skrla et al., 2009; Zion, et al., 2020). Structures within and influencing curriculum, pedagogy, evaluation will be examined to advance systems-level anti-racist practices and policies (Moorley et al., 2020) with Nursing students, faculty, staff, leadership as a foundation for equitable Nursing education and care (National Collaborating Centre for the Determinants of Health, 2014). This anti-racist approach to Nursing education reform promises to address the pernicious harms of discrimination in the healthcare system, as noted in a recent report on Indigenous-specific racism (Turpel-Lafonde, 2020).

Further, we aim to conduct a strengths-based structural anti-racism audit that does not lose sight of disparities (Fogarty et al., 2018). We are currently conducting a literature review and audit framework development and will pilot the structural anti-racism audit in fall 2021 at Mount Royal University - School of Nursing & Midwifery and Thompson Rivers University - CIHR Indigenous Health Nursing Research Chair.

Rather than requesting endorsement of our project, and with respect for diverse approaches, through the facilitation efforts by way of this published letter to the Editor

within witness and through a wider dissemination strategy, **we are asking Nursing colleagues to sign this letter to demonstrate shared commitment to critically examine racist challenges and anti-racist opportunities in their Nursing program at a structural level.**

You are invited to review the link below which includes the relevant letter, provides an opportunity for signatures of commitment, and list of signatures after completion:

<https://forms.gle/tZPN2z1kUoARNPp1A>

We welcome collaboration with nursing colleagues in our shared social justice priority to address systemic anti-racism in Nursing education programs.

Thank you for considering this action.

Sincerely,

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