



# Equity in Action: Dismantling Racism in Nursing Series

## Session 5 —Promoting Equity and Justice through Antiracist Nursing Policy

### Panel Members:

Carmela Daniello, DNP, MS/MBA, RN

Kim Kim, MSN, RN, CDCES

Monica McLemore, PhD, MPH, RN

Cheryl Peterson, MSN, RN, FADLN – Moderator



National Commission to Address  
Racism in Nursing



American  
**Nurses**  
Association

***The National Commission to Address Racism in Nursing, led by the American Nurses Association (the association) and key nursing organizations, remains central to this effort, driving systemic change within the profession.***

***The association's recent response to executive orders affecting diversity, equity, and inclusion underscores its dedication to advocating for inclusive policies and combating structural inequities in nursing.***

***ANA continues to work with Congress and federal agencies to mitigate the impact of policies that threaten progress in health equity and workforce diversity.***

**Scan the QR code to learn more about  
ANA's Public Statement: Protecting Healthcare for Americans**



# Ground Rules

- Brave space
- Maintain respect for facilitator and participants
- Stay on mute when not speaking
- Listen intently, respond thoughtfully
- Be present
- Turn on your camera if able
- Respect privacy and confidentiality of others

*-ANA reserves the right to remove anyone who is not adhering to these ground rules-*

# Claim Your CNE Credits!

This session is worth **1.5 contact hours**.

To receive contact hours for today, **you must:**

- You must be present for the entire session to claim contact hours.  
**No partial credit will be awarded.**
- Complete and submit the online evaluation **no later than July 16, 2025.**

The American Nurses Association is accredited with distinction as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.



# Today's Panel



Cheryl Peterson  
MSN, RN, FADLN  
(facilitator)



Carmela Daniello  
DNP, MS, MBA, RN



Kim Kim  
MSN, RN, CDCES



Monica McLemore  
FADLN MPH PhD RN





# Foundational Practice

## Nursing: Scope and Standards of Practice (2021)



Nurses must address unjust systems and structures and use their voices to advocate for transformative action-oriented policies and initiatives that mitigate inequality and promote social justice.

# Foundational Practice

## Code of Ethics for Nurses (2025)

**Provision 9** – Nurses and their professional organizations work to enact and resource practices, policies, and legislation to promote social justice, eliminate health inequities, and facilitate human flourishing.







# Breakout Discussion Questions:

1. How do policies impact the ability of someone to enter the nursing profession?
2. How do policies either promote or prevent someone from thriving within the nursing profession?
3. How are the development and implementation of policies informed by a broad array of stakeholders who are impacted by those policies?
4. What are the potential unintended consequences when policies are made, absent broad stakeholder input?

# THANK YOU!



# Invite others to join us for the next Equity in Action: Dismantling Racism in Nursing Series Session!

**Session 6: Healing the Hurt: Addressing Racism in Nursing Practice**  
Wednesday, May 14, 3PM ET



Debra Toney  
PhD, RN, FADLN, FAAN  
(facilitator)



Angie Millan  
DNP, RN, FAAN



Marlon Garzo Saria  
PhD, RN, AOCNS,  
NEA-BC, NPD-BC,  
FADLN, FAAN



Deborah Stamps  
EdD, MBA, MS, RN,  
GNP, NE-BC, CDE®,  
FADLN, FAAN



# *Thank you for joining us today!*



## **Don't forget to claim your CNE!**

*Scan the QR code to complete your evaluation.  
The link is also in the chat and will be emailed to you as well.*



*[commissiononracism@ana.org](mailto:commissiononracism@ana.org)*

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