



# Equity in Action: Dismantling Racism in Nursing Series

## Session 6: Healing the Hurt: Addressing Racism in Nursing Practice Find Your Balance Challenge

### Panel Members:

Debra Toney, PhD, RN, FADLN, FAAN – Moderator

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



National Commission to Address  
Racism in Nursing



American  
**Nurses**  
Association

# Claim Your CNE Credits!

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

To receive contact hours for today, **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 August 20, 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.*

***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-*



# Today's Panel



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

# Breakout Discussion Questions:

- What role do you think leadership plays in promoting diversity, equity, and inclusion in nursing practice, and how can leaders be held accountable?
- How can nurses support each other while "healing the hurt"?
- In what ways can racism be embedded in nursing assessments, care plans, or clinical decision-making? What can be done to eliminate them?
- How can healthcare organizations effectively address and mitigate the effects of dual harm caused by racism, ensuring both nurses and patients receive equitable support and care?

# THANK YOU!

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

**Session 7: Advancing Health Equity through Research in  
Underserved Communities** Wednesday, May 28, 3PM ET



Sonya Frazier, BSN, RN  
(Moderator)



Marcus Henderson,  
PhD(c), MSN, RN



Maya N. Clark-Cutaia,  
PhD, RN, ACNP-BC