

Allyship in Nursing

What is Allyship?

“... an ethical duty through intentional interventions, advocacy and support to eliminate harmful acts, words and deeds and creating space to amplify voices that are not traditionally heard, recognized or welcomed.”

* Approved by the Commission to Address Racism in Nursing, October 2022.

Allyship is a never-ending commitment. Assess where you are today and work to progress through the continuum. Repeat.

“Leader” Zone

- I advocate for and support the inclusion of marginalized nurses in positions of power and leadership.
- I am aware of my biases and actively seek different perspectives to make decisions
- I consistently speak up when I see racism occur and I support others to do the same.
- I am learning from my mistakes in allyship to motivate me to be a better ally.
- I develop and promote anti-racist policies and build anti-racist leaders

“Avoid” Zone

- I am uncomfortable directly addressing racism.
- I do not think racism is a problem in nursing.
- I am afraid to speak up because I fear saying the wrong things.
- I stay neutral, so I am not viewed as divisive.
- If I am in charge of hiring decisions, I would hire for diversity, but require cultural conformity.

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“Growth” Zone

- I understand the role my own privilege plays in ignoring racism.
- I ask hard questions about racism even if they make me uncomfortable.
- I understand the ways I can unknowingly benefit from racism.
- I educate my peers about how racism harms our profession.
- I surround myself with others who think and look differently than me.

“Care” Zone

- I speak up if the workload is distributed unfairly based on racism or discrimination.
- When a nurse of color proposes a good idea, I make sure visibility and ownership are acknowledged.
- I engage in my own learning to understand racism.
- Biases, stereotypes, and misconceptions do not impact the nursing care I provide.
- I use inclusive and non-stigmatizing language in my daily communication.

“Support” Zone

- I speak up when I witness acts of racism and discrimination.
- I challenge racist ideologies and stereotypes.
- I speak up when minoritized and marginalized nurses are not treated fairly.
- I participate in creating an equitable and inclusive healing environment.
- I speak up when the standard of care is not met.



National Commission to Address
Racism in Nursing

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