

Mapping:

Black Health Primer Modules and College of Nurses of New Brunswick Code of Conduct & Standards for Cultural Safety

Important:

As the table below shows, navigating through all the modules of the Black Health Primer is recommended to meet the full scope of Black health-applicable competencies outlined in the College of Nurses of New Brunswick (CNNB) Code of Conduct & Standards for Cultural Safety. The indications below therefore only aim to support the navigation of the Black Health Primer with the CNNB's competencies in mind.

College of Nurses of New Brunswick Code of Conduct & Standards for Cultural Safety	Objectives of the Black Health Primer module(s)	Canadian Association of Student Nurses Promoting Anti-Racism in Nursing Education in Canada Objectives & Actions
Code of Conduct		
Nurses respect clients' dignity and individuality - Nurses are respectful of clients, recognize and value each client as a unique individual and are sensitive to and respectful of their needs. They collaborate with clients to promote and protect their well-being		
1.2 <i>respect the client's right to dignity, and refrain from expressing judgment, applying labels, contributing to stigma, or engaging in any behavior— intentional or unintentional—that may be humiliating to the client</i>	Module 0: Introduction - Describe the historical context of racial oppression and how anti-Black racism influences health - Promote the role of healthcare professionals as agents of change Module 2: The Reality of Anti-Black Racism in the Health System - Recall the history and the dynamics of current anti-Black racism in health practices in Canada - Identify the barriers to health care and racial health inequities for Black communities in Canada Module 4: The Structural and Social Determinants of Black Health - Recognize the relationship between structural factors and Black communities' experiences of illness, health and wellbeing - Understand the impact of anti-Black racism in the social determinants of health and health inequities	
1.13	Module 5: Disrupting Anti-Black Racism through Individual Practice	

<i>identify when their own personal beliefs and biases conflict with a client's care plan or best interest and provide safe, compassionate, and timely care, until other arrangements are in place</i>	- Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada	
Nurses provide inclusive and culturally safe care - <i>Nurses strive to create environments that are inclusive, address and reduce disparities by respecting differences, practice without judgment and do not discriminate. Nurses provide care that is culturally safe</i>		
2.1 <i>recognize how attributes of personal identity and diversity and structural inequities, may impact a client, their lived experience, and their perspective on health care; and respect people's human rights</i>	Module 2: The Reality of Anti-Black Racism in the Health System - Recall the history and the dynamics of current anti-Black racism in health practices in Canada - Identify the barriers to health care and racial health inequities for Black communities in Canada Module 4: The Structural and Social Determinants of Black Health - Recognize the relationship between structural factors and Black communities' experiences of illness, health and wellbeing - Understand the impact of anti-Black racism in the social determinants of health and health inequities	
2.2 <i>take measures to ensure that their own biases, values, beliefs, behaviors, assumptions, and position of power do not interfere with the nurse-client relationship</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	
2.3 <i>provide care that is respectful of and responsive</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black	

<i>to differences, cultural identities and personal values, and free from assumptions, stereotypes and discrimination</i>	racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	
2.5 <i>avoid imposing their personal, political, religious and cultural beliefs on clients, and intervene if other health care team members are imposing their beliefs on clients</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	
2.7 <i>assess and strive to meet clients' language, cultural, and communication needs with available resources in ways that allow clients to understand</i>	Module 2: The Reality of Anti-Black Racism in the Health System - Recall the history and the dynamics of current anti-Black racism in health practices in Canada - Identify the barriers to health care and racial health inequities for Black communities in Canada Module 4: The Structural and Social Determinants of Black Health - Recognize the relationship between structural factors and Black communities' experiences of illness, health and wellbeing - Understand the impact of anti-Black racism in the social determinants of health and health inequities	
2.9 <i>assess clients to determine their risk for health inequities and take steps to support the best client outcomes</i>	Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada	
2.11 <i>advocate for policies and practices that reduce disparities and eliminate discrimination to contribute to equitable and culturally safe care</i>	Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism	

	- Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada	
2.12 <i>take action to prevent and respond to discrimination against clients; including reporting instances of racism and discrimination as per regulatory requirements and organizational policy; and</i>	Full BHP — CE hook	
2.13 <i>undertake continuous education to support inclusive and culturally safe care</i>	Module 2: The Reality of Anti-Black Racism in the Health System - Recall the history and the dynamics of current anti-Black racism in health practices in Canada - Identify the barriers to health care and racial health inequities for Black communities in Canada Module 4: The Structural and Social Determinants of Black Health - Recognize the relationship between structural factors and Black communities' experiences of illness, health and wellbeing - Understand the impact of anti-Black racism in the social determinants of health and health inequities	
Nurses work respectfully with the health care team - Nurses are accountable to one another and are expected to build and maintain respectful relationships with the health care team		
4.1 <i>take measures to ensure that their own biases, values, beliefs, behaviors, assumptions, and position of power do not interfere with or negatively impact relationships with health care team members</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	
4.11 <i>advocate for and contribute to a supportive, inclusive and safe organizational culture, including psychological safety, anti-racism, and respect for the cultural beliefs and traditions of health care team members</i>	Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are	

	vital to improve the health and wellbeing of Black people in Canada	
Principles for Cultural Safety		
Self - Awareness - Nurses understand that cultural safety begins with self-awareness and critical selfreflection. They commit to examining their own reality, values, attitudes, beliefs, biases and assumptions, recognizing how this influences their practice and interactions with clients, families, and communities		
1.1 <i>reflect on their historical, social, and political positionality</i>	Module 0: Introduction - Describe the historical context of racial oppression and how anti-Black racism influences health - Promote the role of healthcare professionals as agents of change Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	
1.2 <i>reflect on their own culture, beliefs, and values and how these influence ways of knowing, thinking, and doing</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	
1.3 <i>critically reflect on emotions that arise when examining their positionality or privilege</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	
1.4 <i>identify and evaluate personal biases and stereotypes that may facilitate or hinder a culturally safe healthcare experience</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	

1.5 <i>commit to intentional, lifelong, reflective practices</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases Module 7: Conclusion - Integrate an anti-racist analysis into experiences - Increase capacity to work across diverse cultures and groups	
1.6 <i>continually seek opportunities to improve their ability to provide culturally safe care</i>	Module 7: Conclusion - Integrate an anti-racist analysis into experiences - Increase capacity to work across diverse cultures and groups	
Relational - Awareness - Nurses recognize that while cultural safety is a client-defined outcome, they play a key role in creating the conditions for culturally safe care. Nurses cultivate self-awareness, sensitivity, and humility before the onset of nurse-client relationships, and contribute to inclusive, respectful, and culturally safe practice environments. Nurses utilize an intersectional approach to recognize how overlapping factors such as race, gender, class, and ability shape clients' experiences and access to care		
2.1 <i>reflect on power dynamics in nurse-client relationships</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	
2.2 <i>reflect on the culture of their practice setting and how this impacts client care</i>	Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada	
2.3 <i>reflect on cultural awareness and cultural sensitivity as precursors to cultural safety</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	

2.4 <i>accept that healthcare providers' attitudes, beliefs, and practices can facilitate or hinder culturally safe care</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	
2.5 <i>acknowledge beliefs and practices that differ from their own without discrimination, regardless of age, sexual orientation, gender identity, occupation, socioeconomic status, ethnic origin, migrant experience, religious or spiritual belief, or disability</i>	Module 2: The Reality of Anti-Black Racism in the Health System - Recall the history and the dynamics of current anti-Black racism in health practices in Canada - Identify the barriers to health care and racial health inequities for Black communities in Canada	
2.6 <i>commit to cultural humility</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases	
2.8 <i>uphold respectful, inclusive, and non-discriminatory relationships with colleagues to contribute to safe care environments</i>	Module 2: The Reality of Anti-Black Racism in the Health System - Recall the history and the dynamics of current anti-Black racism in health practices in Canada - Identify the barriers to health care and racial health inequities for Black communities in Canada Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism	

	- Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada	
Safe Healthcare Experiences - Nurses contribute to safe healthcare experiences beyond the individual client encounter. Through their actions, influence, and professional responsibilities, nurses work to identify and address the root causes of unsafe care- such as systemic racism, discrimination, or exclusionary policies. Nurses promote inclusion and equity, including advocating for organizational and structural change that enhances culturally safe systems		
5.1 <i>understand how structural inequities, rather than individual characteristics, influence access to care, including socioeconomic, political, and historical conditions</i>	Module 3: Anti-Black Racism, Criminal Justice and Child Welfare Systems as Structural and Social Determinants of Health - Identify anti-Black racism as a structural and social determinant of health - Recognize the impacts of Canada's child welfare, criminal justice and policing systems on the health of Black communities in Canada Module 4: The Structural and Social Determinants of Black Health - Recognize the relationship between structural factors and Black communities' experiences of illness, health and wellbeing - Understand the impact of anti-Black racism in the social determinants of health and health inequities	
5.3 <i>acknowledge that structural oppression and structural racism are real, may interfere with care</i>	Module 3: Anti-Black Racism, Criminal Justice and Child Welfare Systems as Structural and Social Determinants of Health - Identify anti-Black racism as a structural and social determinant of health - Recognize the impacts of Canada's child welfare, criminal justice and policing systems on the health of Black communities in Canada Module 4: The Structural and Social Determinants of Black Health - Recognize the relationship between structural factors and Black communities' experiences of illness, health and wellbeing - Understand the impact of anti-Black racism in the social determinants of health and health inequities	
5.4 <i>advocate to address barriers that impact culturally safe care</i>	Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required	

	- Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada	
5.5 <i>identify and advocate to change or eliminate policies and practices that negatively impact culturally safe environments</i>	Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada	
5.6 <i>advocate for the expansion and uptake of culturally safe and anti-racist policies, practices, procedures, and mandatory professional development from employers</i>	Full BHP — direct anti-racism + mandatory PD hook	
5.7 <i>create positive and culturally safe work environments by role modelling anti-racism and anti-oppressive practices and supporting the rights and safety of clients and colleagues</i>	Module 2: The Reality of Anti-Black Racism in the Health System - Recall the history and the dynamics of current anti-Black racism in health practices in Canada - Identify the barriers to health care and racial health inequities for Black communities in Canada Module 4: The Structural and Social Determinants of Black Health - Recognize the relationship between structural factors and Black communities' experiences of illness, health and wellbeing - Understand the impact of anti-Black racism in the social determinants of health and health inequities Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location,	

	power, privilege and personal biases Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada	
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College of Nurses of New Brunswick Code of Conduct & Standards for Cultural Safety	Code	Definition	Objectives of the Black Health Primer module(s)
1. Nurses provide inclusive and culturally safe care, strive to create environments that are inclusive, address and reduce disparities by respecting differences, practice without judgement, and do not discriminate	2.1	Recognize how attributes of personal identity and diversity and structural inequities, may impact a client, their lived experience, and their perspective on health care; and respect people's human rights	Module 2: The Reality of Anti-Black Racism in the Health System - Recall the history and the dynamics of current anti-Black racism in health practices in Canada - Identify the barriers to health care and racial health inequities for Black communities in Canada Module 4: The Structural and Social Determinants of Black Health - Recognize the relationship between structural factors and Black communities' experiences of illness, health and wellbeing - Understand the impact of anti-Black racism in the social determinants of health and health inequities
	2.2	take measures to ensure that their own biases, values, beliefs, behaviors, assumptions, and position of power do not interfere with the nurse-client relationship	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases
	2.3	provide care that is respectful of and responsive to differences, cultural identities and personal values, and free from assumptions, stereotypes and discrimination	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases

	2.7	assess and strive to meet clients' language, cultural, and communication needs with available resources in ways that allow clients to understand	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases
	2.9	assess clients to determine their risk for health inequities and take steps to support the best client outcomes	Module 2: The Reality of Anti-Black Racism in the Health System - Recall the history and the dynamics of current anti-Black racism in health practices in Canada - Identify the barriers to health care and racial health inequities for Black communities in Canada Module 4: The Structural and Social Determinants of Black Health - Recognize the relationship between structural factors and Black communities' experiences of illness, health and wellbeing - Understand the impact of anti-Black racism in the social determinants of health and health inequities
	2.11	advocate for policies and practices that reduce disparities and eliminate discrimination to contribute to equitable and culturally safe care	Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada
	2.12	take action to prevent and respond to discrimination against clients; including reporting instances of racism and discrimination as per regulatory requirements and organizational policy; and	Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada
	2.13	undertake continuous education to support inclusive and culturally safe care	Full BHP — CE hook
2. Nurses work respectfully with the health care team, and are	4.1	take measures to ensure that their own biases, values, beliefs, behaviors,	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in

accountable to one another and are expected to build and maintain respectful relationship with the health care team		assumptions, and position of power do not interfere with or negatively impact relationships with health care team members	- individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases
	4.11	advocate for and contribute to a supportive, inclusive and safe organizational culture, including psychological safety, anti-racism, and respect for the cultural beliefs and traditions of health care team members	Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada
Principles of Cultural Safety			
3. Self - Awareness → <i>Nurses understand that cultural safety begins with self-awareness and critical selfreflection. They commit to examining their own reality, values, attitudes, beliefs, biases and assumptions, recognizing how this influences their practice and</i>	1.1	reflect on their historical, social, and political positionality	Module 0: Introduction - Describe the historical context of racial oppression and how anti-Black racism influences health - Promote the role of healthcare professionals as agents of change Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases

<i>interactions with clients, families, and communities</i>	1.2	reflect on their own culture, beliefs, and values and how these influence ways of knowing, thinking, and doing;	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases
	1.3	critically reflect on emotions that arise when examining their positionality or privilege	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases
	1.4	identify and evaluate personal biases and stereotypes that may facilitate or hinder a culturally safe healthcare experience	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases
	1.5	commit to intentional, lifelong, reflective practices;	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases Module 7: Conclusion - Integrate an anti-racist analysis into experiences - Increase capacity to work across diverse cultures and groups
	1.6	continually seek opportunities to improve their ability to provide culturally safe care	Module 7: Conclusion - Integrate an anti-racist analysis into experiences - Increase capacity to work across diverse cultures and groups
4. Relational Awareness → <i>Nurses recognize that while cultural safety is a client-defined outcome, they play a key role in creating the conditions for culturally safe care. Nurses cultivate self-awareness, sensitivity, and humility before the onset</i>	2.1	reflect on power dynamics in nurse-client relationships	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases
	2.2	reflect on the culture of their practice setting and how this impacts client care	Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required

<i>of nurse-client relationships, and contribute to inclusive, respectful, and culturally safe practice environments. Nurses utilize an intersectional approach to recognize how overlapping factors such as race, gender, class, and ability shape clients' experiences and access to care.</i>			- Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada
	2.3	reflect on cultural awareness and cultural sensitivity as precursors to cultural safety	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases
	2.4	accept that healthcare providers' attitudes, beliefs, and practices can facilitate or hinder culturally safe care	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases
	2.5	acknowledge beliefs and practices that differ from their own without discrimination, regardless of age, sexual orientation, gender identity, occupation, socioeconomic status, ethnic origin, migrant experience, religious or spiritual belief, or disability	Module 2: The Reality of Anti-Black Racism in the Health System - Recall the history and the dynamics of current anti-Black racism in health practices in Canada - Identify the barriers to health care and racial health inequities for Black communities in Canada
	2.6	commit to cultural humility	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat anti-Black racism in individual practice to improve care and services to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases
5. Safe Healthcare Experiences → <i>Nurses contribute to safe healthcare experiences beyond the individual client encounter. Through their actions, influence, and professional responsibilities, nurses work to identify and address the root causes of unsafe care- such as</i>	5.1	understand how structural inequities, rather than individual characteristics, influence access to care, including socioeconomic, political, and historical conditions	Module 3: Anti-Black Racism, Criminal Justice and Child Welfare Systems as Structural and Social Determinants of Health - Identify anti-Black racism as a structural and social determinant of health - Recognize the impacts of Canada's child welfare, criminal justice and policing systems on the health of Black communities in Canada Module 4: The Structural and Social Determinants of Black Health - Recognize the relationship between structural factors and Black communities' experiences of illness, health and wellbeing

<i>systemic racism, discrimination, or exclusionary policies. Nurses promote inclusion and equity, including advocating for organizational and structural change that enhances culturally safe systems</i>			- Understand the impact of anti-Black racism in the social determinants of health and health inequities
	5.3	acknowledge that structural oppression and structural racism are real, may interfere with care	Module 3: Anti-Black Racism, Criminal Justice and Child Welfare Systems as Structural and Social Determinants of Health - Identify anti-Black racism as a structural and social determinant of health - Recognize the impacts of Canada's child welfare, criminal justice and policing systems on the health of Black communities in Canada Module 4: The Structural and Social Determinants of Black Health - Recognize the relationship between structural factors and Black communities' experiences of illness, health and wellbeing - Understand the impact of anti-Black racism in the social determinants of health and health inequities
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	5.5	identify and advocate to change or eliminate policies and practices that negatively impact culturally safe environments	Module 6: Dismantling Anti-Black Racism in Health Systems - Address gaps in the current health system and identify the institutional changes required - Identify ways to address gaps within health care institutions through structural interventions, policies and accountability measures to dismantle anti-Black racism - Recognize why ethical racial and ethnic data collection are vital to improve the health and wellbeing of Black people in Canada
	5.6	advocate for the expansion and uptake of culturally safe and anti-racist policies, practices, procedures, and mandatory professional development from employers	Full BHP — direct anti-racism + mandatory PD hook