

Mapping:

Black Health Primer Modules and Newfoundland & Labrador College of Nurses Code of Professional Conduct

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 Newfoundland & Labrador College of Nurses (NLCN) Code of Professional Conduct. The indications below therefore only aim to support the navigation of the Black Health Primer with the NLCN's competencies in mind.

Newfoundland & Labrador College of Nurses Code of Professional Conduct Principles	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 Professional Conduct Principles		
RNs/NPs respect clients dignity - RNs/NPs work collaboratively with clients and are sensitive to and respectful of their needs. RNs/NPs are expected to:		
1.1 <i>treat clients with respect, empathy, and compassion.</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	
1.10 <i>identify when their own personal beliefs conflict with a client's care plan, and provide safe, compassionate, and timely care to those clients, until other arrangements are in place</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	
RNs/NPs provide inclusive and culturally safe care by practicing cultural humility - RNs/NPs understand how personal attributes and societal contexts, such as disabilities, sexual identity, and racism, influence client care. RNs/NPs are expected to:		
2.1 <i>self-reflect on and identify how their privileges, biases, values, belief structures, behaviours, and</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice - Identify the critical resources needed to combat	

<i>positions of power may impact the therapeutic nurse-client relationship</i>	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>identify and not allow any stereotypes or assumptions they may have about clients to influence decisionmaking and interactions</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	
2.4 <i>recognize that many identity factors and personal attributes, including those identified in federal and/or provincial legislation, such as Newfoundland and Labrador's Human Rights Act, 2010 may impact a client, their lived experience, and perspective on health 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	
2.5 <i>recognize the role of history, society, and past traumatic experiences (e.g., slavery, colonization, etc.) and their impacts in shaping health, well-being, and health care experiences</i>	Module 1: The Legacy of Slavery and Anti-Black Racism in Canada - Identify and recognize the history and legacy of slavery and anti-Black racism in Canada - Recognize how systemic anti-Black racism affects access to appropriate health care	
2.6 <i>assess and strive to meet clients' language, cultural, and communication needs in ways clients</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	

<i>understand</i>	- 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	
2.7 <i>ask clients if they are open to sharing their lived experiences</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>actively listen to and seek to understand the client's lived experiences</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	
2.10 <i>assess clients to determine their risk for health inequities and take steps to support the best client outcomes</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	
2.13 <i>advocate for equitable and culturally safe care that is free from discrimination</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	
2.17 <i>undertake continuous education in many areas, including Indigenous health care, determinants of health, cultural safety, cultural humility, and anti-racism</i>	Full BHP (Modules 0–7) — direct CE hook	