

Mapping: Black Health Primer Modules and Prince Edward Island College of Nursing and Midwifery Standards & Code of Ethical 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 Prince Edward Island College of Nursing and Midwifery (PEICNM). The indications below therefore only aim to support the navigation of the Black Health Primer with the PEICNM's competencies in mind.

Prince Edward Island College of Nursing and Midwifery Standards & Code of Ethical Conduct: Principles	Code	Code Definition	Objectives of the Black Health Primer module(s)
1. Competent Application of Knowledge	2.1	Uses comprehensive assessment, critical inquiry, technology, and research to provide competent nursing services relevant to the area of practice	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
2. Responsibility and Accountability	3.3	Has the current knowledge, skill and judgment needed to practice in her or his setting.	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
	3.7	Participates in developing health policies and procedures which guide nursing practice	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 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
	3.10(a)	Promotes learning opportunities for students to enable them to acquire the knowledge, skill and clinical experience to practice competently.	Module 7: Conclusion - Integrate an anti-racist analysis into experiences - Increase capacity to work across diverse cultures and groups
3. Advocacy	4.2	Assists clients in the expression of individual needs, values and choices (e.g. cultural beliefs, sexual orientation, age and gender) and ensures that the client's perspective is made known so as to provide appropriate services.	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
	4.5	Develops and sustains collaborative partnerships with clients, colleagues, health providers and the public, which promote advocacy	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 Module 7: Conclusion - Integrate an anti-racist analysis into experiences - Increase capacity to work across diverse cultures and groups
	4.8(a)	Promotes a practice environment that supports client advocacy	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
	4.10(a)	Utilizes ethical guidelines to ensure the protection of participants	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
4. Continuing Competence	5.1	Maintains and enhances current knowledge by investing time, effort, or other resources to attain the knowledge and skills required for practice.	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
	5.4	Uses relevant knowledge of changing trends in nursing, health, society, and the environment to advance/improve practice.	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
	5.10	Has knowledge of changing trends in nursing, health and society that impact on own practice.	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
	5.12(a)	Promotes a practice environment that supports continuous professional development of competent nursing practice.	Module 7: Conclusion - Integrate an anti-racist analysis into experiences - Increase capacity to work across diverse cultures and groups
5. Nurses respect clients dignity	1.1	Treat clients with respect, empathy and compassion.	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	Act in clients' best interests by respecting their autonomy, care preferences, choices and decisions, including their right to seek additional advice.	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	Listen and respond to clients' concerns by collaborating with clients and any person or community the client wants involved in their care.	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
	1.9	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.	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	Include principles of harm reduction into client care plans.	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
6. Nurses provide inclusive and culturally safe care by practicing cultural humility	2.1	Self-reflect on and identify how their privileges, biases, values, belief structures, behaviours and positions of power may impact the therapeutic nurse-client relationship.	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
	2.2	Identify and do not act on or allow any stereotypes or assumptions they may have about clients to influence decision-making and interactions.	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
	2.3	Seek feedback from clients, the health care team, and others to evaluate their own behaviour and culturally safe practice.	Module 7: Conclusion - Integrate an anti-racist analysis into experiences - Increase capacity to work across diverse cultures and groups
	2.4	Recognize that many identity factors and personal attributes, including those identified in federal and/or provincial legislation, such as the Canadian Human Rights Act and the Prince Edward Island Human Rights Act, may impact a client, their lived experience and perspective on health care.	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 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	Recognize the role of history, society, and past traumatic experiences (eg. slavery, colonization), and their impacts in shaping health, well-being, and health care experiences (First Nations Health Authority, n.d.).	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	Assess and strive to meet clients' language, cultural and communication needs in ways clients 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
	2.8	Actively listen to and seek to understand the client's lived experiences.	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	Assess clients to determine their risk for health inequities and take steps to ensure the best client outcomes.	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
	2.13	Advocate for equitable and culturally safe care that is free from discrimination	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 Module 7: Conclusion - Integrate an anti-racist analysis into experiences - Increase capacity to work across diverse cultures and groups
	2.14	Take action to prevent and respond to discrimination against a client	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 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

BLACK
HEALTH
COLLABORATIVE



INITIATIVE
COLLABORATIVE
FORMATION À LA SANTÉ
DES PERSONNES
NOIR·E·S

