

Mapping:

Black Health Primer Modules and British Columbia College of Nurses & Midwives Ethics & Practice Standards

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 across the BC College of Nurses and Midwives' (BCCNM) Standards of Practice and Indigenous Cultural Safety, Cultural Humility, and Anti-Racism standard. The indications below therefore only aim to support the navigation of the Black Health Primer with these BCCNM standards in mind.

Source Document	Standard/ Principle	Code	Definition	Objectives of the Black Health Primer module(s)
BCCNM Standards of Practice	Standard 1: Professional responsibility and accountability	1.1.3	Assesses own practice and undertakes activities to improve practice and meet identified learning goals on an ongoing basis.	Full BHP — general CE/self-assessment hook
		1.1.4	Takes action to promote the provision of safe, appropriate and ethical care to clients	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
		1.2.4	Takes action to promote the provision of safe, appropriate and ethical care. (educationally)	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
		1.3.4	Takes action to promote the provision of safe, appropriate and ethical care. <i>(administratively)</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
BCCNM Standards of Practice	Standard 4: Ethical Practice	4.2	Provides care in a manner that preserves and protects client dignity	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
		4.6	Recognizes, respects and promotes the client's right to be informed and make informed choices.	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
		4.10	Makes equitable decisions about the allocation of resources under one's control based on the needs of clients	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
		4.11	Identifies the effect of own values, beliefs and experiences in carrying out clinical activities;	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

			recognizes potential conflicts and takes action to prevent or resolve	- to Black communities - Recall the process of reflexive inquiry, including social location, power, privilege and personal biases
		4.12	Identifies ethical issues; consults with the appropriate person or body; takes action to resolve and evaluates the effectiveness of actions.	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
Indigenous Cultural Safety, Cultural Humility, and Anti-Racism		3.1.1	Helping colleagues to identify and eliminate racist attitudes, language, or behaviour.	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
		3.1.2	Supporting clients, colleagues and others who experience and/or report acts of racism.	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
		3.1.3	Reporting acts of racism or discrimination to leadership and/or the relevant health regulatory college.	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
		4.1.1	Acknowledging the client's cultural identity.	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
		4.1.2	Listening to and seeking to understand the client's lived experiences.	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
		4.1.3	Treating clients and their families with 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
		4.1.4	Being open to learning from the client and others	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
		4.2	Care for a client holistically, considering their physical, mental/emotional, spiritual, and cultural needs.	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
		4.4	Facilitate the involvement of the client's family and others (e.g., community and Elders, Indigenous cultural navigators, and interpreters) as needed and requested.	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
		5.1	Respectfully learn about the client and the reasons the client has sought health care 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
		5.4.1	Providing the client with the necessary time and space to share their needs and goals.	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
		5.4.2	Providing clear information about the health care options available, including information about what the client may experience during the health care encounter.	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

		5.4.3	Ensuring information is communicated in a way that the client can understand.	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
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