

Mapping: Black Health Primer Modules and College of Nurses of Saskatchewan Code of 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 College of Registered Nurses of Saskatchewan (CRNS) Standards of Practice and Code of Conduct. The indications below therefore only aim to support the navigation of the Black Health Primer with the CRNS's competencies in mind.

College of Registered Nurses of Saskatchewan Standards of Practice & Code of Conduct	Objectives of the Black Health Primer module(s)	Canadian Association of Student Nurses Promoting Anti-Racism in Nursing Education in Canada Objectives & Actions
Practice Standards		
Professional Responsibilities and Accountability - <i>The registered nurse is responsible for practicing safely, competently and ethically, and is accountable to the client, public, employer and profession.</i>		
1.6 <i>Advocating, intervening and participating with others, as needed, to ensure client 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 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	Objective 1: Nursing students and faculty will demonstrate an awareness of racism and recognize it when it occurs Objective 2: Nursing students, faculty, clinical instructors, and preceptors will demonstrate anti-racism and allyship Objective 3: Nursing curricula, teaching, and learning resources will reflect the diversity of the Canadian population and foster anti-racism and inclusion.
1.7 <i>Advocating and intervening in the client's best</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice	Objective 1: Nursing students and faculty will demonstrate an awareness of racism and recognize it when it occurs

<i>interest, and acting to protect client, self and others from actual or perceived harm.</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	Objective 2: Nursing students, faculty, clinical instructors, and preceptors will demonstrate anti-racism and allyship
1.10 <i>Contributing to the development and integration of quality improvement principles and activities into nursing practice.</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	Objective 3: Nursing curricula, teaching, and learning resources will reflect the diversity of the Canadian population and foster anti-racism and inclusion. Objective 4: Policies and practices in schools of nursing will result in equitable recruitment of students, equitable hiring of faculty, and culturally safe environments for all persons
Knowledge-Based Practice - The registered nurse practices using evidence-informed knowledge, skills and judgment from diverse sources of knowledge and ways of knowing		
2.5 <i>Evaluates the historical, political, economic, and social systems impacting health and participates in improving global health, health equity, and health outcomes.</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 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	Objective 1: Nursing students and faculty will demonstrate an awareness of racism and recognize it when it occurs Objective 2: Nursing students, faculty, clinical instructors, and preceptors will demonstrate anti-racism and allyship Objective 3: Nursing curricula, teaching, and learning resources will reflect the diversity of the Canadian population and foster anti-racism and inclusion.

	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 <i>Applying knowledge from other disciplines through interprofessional collaboration and decision-making in the best interest of the client.</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	Objective 3: Nursing curricula, teaching, and learning resources will reflect the diversity of the Canadian population and foster anti-racism and inclusion.
2.14 <i>Applying knowledge from nursing and other disciplines concerning current and emerging health care issues.</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	Objective 3: Nursing curricula, teaching, and learning resources will reflect the diversity of the Canadian population and foster anti-racism and inclusion.
2.15 <i>Facilitating client engagement in identifying their health needs, strengths, capacities and goals</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	
2.16 <i>Incorporating knowledge that reflects a deep understanding and respect for different ways of knowing which exhibits cultural competence/cultural humility.</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 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	Objective 2: Nursing students, faculty, clinical instructors, and preceptors will demonstrate anti-racism and allyship Objective 3: Nursing curricula, teaching, and learning resources will reflect the diversity of the Canadian population and foster anti-racism and inclusion.
2.18 <i>Proactively seeking new information and knowledge, employing a critical inquiry process and utilizing best practice in the provision of registered nursing 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	
2.21 <i>Utilizing knowledge of the health care system to improve health care services.</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	

2.25 <i>Demonstrating knowledge of the determinants of health, how these affect clients, and the way in which registered nursing practice can facilitate positive health outcomes</i>	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	Objective 1: Nursing students and faculty will demonstrate an awareness of racism and recognize it when it occurs Objective 2: Nursing students, faculty, clinical instructors, and preceptors will demonstrate anti-racism and allyship
Ethical Practice - The registered nurse applies the principles in the current CRNS Code of Conduct when making practice decisions and using professional judgment. The registered nurse engages in critical inquiry to inform clinical decision-making, and establishes therapeutic caring and culturally-safe relationships with clients and the health care team.		
3.27 <i>Identifying the effect of own values, beliefs and experiences in relationships with clients, recognizing and addressing potential conflicts.</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	
3.28 <i>Practicing a holistic client/family-centred approach ensuring culturally-safe client 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	
3.32 <i>Using an ethical and reasoned decision-making process to address situations of ethical distress and dilemmas.</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	
3.33 <i>Promoting and protecting a client's right to</i>	Module 5: Disrupting Anti-Black Racism through Individual Practice	

<i>autonomy, respect, privacy, dignity and access to information.</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	
Code of Conduct		
RNs Respect Clients' Dignity - RNs collaborate with clients and are sensitive to and respectful of their needs. To achieve this principle, RNs 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>Include principles of harm reduction into client care plans, when appropriate.</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	
RNs Provide Inclusive and Culturally Safe Care by Practicing Cultural Humility - <i>In this principle, RNs understand how personal attributes and societal contexts, such as disabilities, sexual identity, Black, Indigenous and People of Color (BIPOC) racism, influence client care. To achieve this principle, RNs are expected to:</i>		
2.1 <i>Self-reflect on and identify how their privileges, biases, values, belief structures, behaviors and positions of power may impact the therapeutic nurse-client relationship.</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	
2.2 <i>Identify and do not act on or allow any stereotypes or assumptions they may have about clients to influence decision-making and interactions.</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 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>Seek feedback from clients, the health care team (including students, new learners, community, Indigenous and traditional healers) and others to evaluate their own behavior and culturally safe practice</i>	Module 7: Conclusion - Integrate an anti-racist analysis into experiences - Increase capacity to work across diverse cultures and groups	
2.4 <i>Recognize that many identity factors and personal attributes, including those identified in federal and/or provincial legislation, such as the Saskatchewan Human Rights Code (2018) may impact a client, their lived experience and perspective on health care</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 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	
2.5 <i>Recognize the role of history, society and past traumatic experiences (e.g., slavery, colonization), 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 understand</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	
2.10 <i>Assess clients to determine their risk for health inequities and take steps to ensure the best client outcomes.</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	
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 Module 7: Conclusion - Integrate an anti-racist analysis into experiences - Increase capacity to work across diverse cultures and groups	
2.14 <i>Take action to prevent and respond to discrimination against a client.</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 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	
2.15 <i>Participate and advocate for culturally safe and inclusive practice environments.</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 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	
2.16 <i>Continually seek 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	
2.17 <i>Undertake continuous education in many areas, including Indigenous health care, determinants of health which are the broad</i>	Modules 0 - 7 (Full Series) - Progresses from foundational historical context (Module 0 -1) through structural determinants and systemic dynamics (Modules 2 - 4) to individual and	

<i>range of personal, social, economic and environmental factors determining individual and population health, cultural humility, cultural safety and anti-racism. Anti-racism is the practice of identifying, challenging, preventing, eliminating and changing the values, structures, policies, programs, practices and behaviors that perpetuate racism (CRNS, 2024a, p. 2).</i>	institutional action and reflection (Modules 5 - 7)	
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