

The CSU Channel Islands (CI) Nursing Department stands in solidarity with Black people and affirms that ALL BLACK LIVES MATTER. The Nursing Department staff and faculty believe that it is our collective responsibility to reject anti-Blackness rhetoric and all forms of racism in our society, including structural and institutional racism. The Nursing faculty and staff are committed to eradicating racism. A BLM taskforce has been formed and is addressing existing injustices, inequities and inequalities, and fostering diversity and inclusion within our department and curricula.

The BLM taskforce is working on the following action items:

1. Reviewing all of our department policies from a BLM and equity lens
2. Reviewing the curricula and assessment measures to include Black voices and lives
3. Analyzing our demographic data within the nursing department, across CSUCI and within nursing departments across the nation
4. Analyzing data within the CSUCI 2020 Climate Survey
5. Identifying ways to gather more student data
6. Creation of High Impact Learning opportunities for nursing students to address the health disparities and history of racism and equity in health care and the Black community
7. Invite Black Leaders in Healthcare to share their area of expertise and experiences with the CI community.

One of nursing's most important roles is advocacy. Nurses focus a great deal of our education on social determinants of health, and the impact of these social determinants on all people's health and well-being. We, as nurses (and humans) have a duty to continue to listen, learn and advocate for Black people, Indigenous people, people of color and all racialized populations. If we don't know exactly what actions to take, or what to say, we must listen to those who have stories to share and continue to spread these stories and stand together to advocate for change.

We encourage you to continue to educate yourself by reading the work of Karen Flynn, Darlene Clarke Hine, and Catharine Choy, on the history of racialized women and nurses throughout history (see references below). We also encourage you to continue to listen to your fellow students, friends and family members who have stories and knowledge that can educate us. We invite you to share your stories with us, so that we may continue to be educated.

Clarke Hine, D. (1989). *Black Women in White Racial Conflict and Cooperation in the Nursing Profession*". Indiana University Press.

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Flynn, K. (2011). *Moving beyond borders: A history of Black Canadian and Caribbean women in the diaspora*. University of Toronto Press.

Flynn, K., & Fladejebi, F. (2019). Writing black Canadian women's history: Where we have been and where we are going. In *Reading Canadian Women's and Gender History*, 63-89. University of Toronto Press.

Flynn, K. (2018). Hotel Refuses Negro Nurse: Gloria Clarke Baylis and the Queen Elizabeth Hotel. *Canadian bulletin of medical history = Bulletin canadien d'histoire de la medecine*, 35(2), 278-308. <https://doi.org/10.3138/cbmh.256-042018>

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Washington, H.A. (2007). *Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times to Present*. Anchor Books: A Division of Random House Inc., New York.