

Wisconsin Nurses Association – Continuing Nursing Education Program
2021 APRN Pharmacology & Clinical Update
 COMPILED EVALUATION RESULTS
 Virtual ZOOM platform

Friday, April 16

Plenary Session 2

TITLE: Antiracism: A Vision for a New Normal

PRESENTER: Shiva Bidar-Sielaff, MA, CDM

Completed Evaluation: 177

		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
The presenter(s) demonstrated expertise in this content area.		134	40	3		
The information presented was relevant to my learning needs/practice situation.		125	43	8	1	
					YES	NO
Do you intend to make a change in practice based on what you learned in this session? Please explain:					128	49
YES	<p><i>Address racial issues in clinical setting.</i></p> <p><i>Already have! I texted my supervisor during the presentation to show him the slide about institutional racism and limited clinic hours and having a late policy. I have never seen late patients or no shows more than in my current practice setting. But I understand the reasoning behind it. We need to adjust our approach to patient care and patient health care needs, adjusting availability and hours of operation. He was very receptive to my text!</i></p> <p><i>Always trying to practice speaking and acting inclusively. She brings good reminders and information to the forefront for self reflection. appreciate the reminder of antiracist work we should all be undertaking</i></p> <p><i>Approach to open a conversation about racism was very helpful</i></p> <p><i>Ascension already has ABIDE sessions (similar to CARES) to help address naivete around BIPAC. I went to my local library's web site and requested the Kendi book. (There were 15 available, non checked out)</i></p> <p><i>asking for explanations in situations where people feel like you are being racist or other caregivers. Giving them a listening ear.</i></p> <p><i>Awareness of self and society</i></p> <p><i>Awareness of what it means to be "antiracist". Awareness of the dimensions of racism - structural, institutional, interpersonal, internalized.</i></p> <p><i>How to transform to being a "co-conspirator" in antiracism.</i></p> <p><i>be kind</i></p> <p><i>Be more aware of current issues</i></p> <p><i>Be more aware of personal biases we all have</i></p> <p><i>Be more aware of unconscious forms of racism and continue to work to be an anti-racist.</i></p> <p><i>Be more sensitive in practice and share info with staff.</i></p> <p><i>Being aware of race issues in my daily practice and life.</i></p> <p><i>Better understanding of kinds of racism. Love the quote "Create the world you want to live in"</i></p> <p><i>By saying that you aren't racist is actually a form of racism. Also, thanking the patient if they tell you that they feel that you are being racist.</i></p> <p><i>Changing mindset from cultural competency to antiracism</i></p> <p><i>Continue to be aware of racism. I see it on an everyday basis working with Native American population.</i></p> <p><i>Continue to educate self/self awareness regarding what I can do to facilitate antiracism</i></p> <p><i>daily in my clinic try to practice try to be conscious of my "unconscious" unintentional bias</i></p> <p><i>Definitely a needed and uncomfortable talk. I thought the Q and A was great. I work with an underserved population so I am faced with some uncomfortable situations at times and I feel like I could handle them better now. I know there will much more on this topic in the future.</i></p> <p><i>Develop training/education.</i></p> <p><i>Diverse patient population.</i></p> <p><i>Doing more telehealth</i></p> <p><i>don't be defensive was an eye opener</i></p> <p><i>Excellent information. Again reminded me the importance of acknowledging your own biases in order to appropriately approach patients.</i></p> <p><i>Good reminder that everyone experiences things in their own way and you may not realize something you said was offensive even if you meant no offense.</i></p> <p><i>Excellent!!! Thank you for your knowledge and expertise.</i></p> <p><i>Expand professional and personal knowledge</i></p> <p><i>Fairly in line with my current practice</i></p> <p><i>Has a better understanding and will be able to be more sensitive with a history interview.</i></p> <p><i>helpful hints to help navigate through delicate topics and sensitive issues.</i></p> <p><i>Helpful information on approaching patients to make sure that all populations are cared for equally. Reinforced a lot of my practice. Great lecture.</i></p> <p><i>I appreciate the idea that I need to address my own bias and be open to have my patients see me</i></p>					

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	<p><i>I do have fears of saying the wrong thing but if I don't say anything I am not getting out of my comfort zone. Thank you for helping me grow!</i></p> <p><i>I don't know how I will use this - certainly an important topic but I have almost no diversity among my patient population. I find topics like Racism to be a needed discussion that needs to be ongoing in order for change to occur.</i></p> <p><i>I intend to continue being mindful of how my clinical practice may or may not affect my patients given their racial background.</i></p> <p><i>I will be more aware of my inherent biases. I feel more equipped to ask the right questions and be a better listener.</i></p> <p><i>I will be more aware of my own biases.</i></p> <p><i>I will try to better identify my own racial bias when treating BiPOC patients and interacting with BIPOC colleagues.</i></p> <p><i>I will utilize the tools that were presented to aid in changing my own practice and begin with recognition of my own biases.</i></p> <p><i>improved understanding of diversity and sensitivities</i></p> <p><i>In general, just being more culturally aware and sensitive to all patients. Also, being more self reflective of my views and upbringing.</i></p> <p><i>incorporate information</i></p> <p><i>increased awareness</i></p> <p><i>Increased awareness.</i></p> <p><i>info was good to have/appreciate examples and bringing this forward</i></p> <p><i>It was eye opening looking at scheduling issues with different cultural groups.</i></p> <p><i>Just to be more aware of systemic racism.</i></p> <p><i>Learned a great way to respond should someone think I am racist in order to learn more and have an open mind.</i></p> <p><i>Learned a lot about terminology in regards to racism and how to make changes of my own</i></p> <p><i>life long process and the need for constant re-evaluation</i></p> <p><i>looking at racism in system</i></p> <p><i>Many changes. I learned a lot of techniques and also to look at my own self to be more culturally aware. I will try to be more understanding with late and no shows.</i></p> <p><i>May read the anti-racism book</i></p> <p><i>More aware of my own biases and other peoples' biases.</i></p> <p><i>More awareness of my own bias.</i></p> <p><i>more awareness, change language</i></p> <p><i>More knowledgeable about terms.</i></p> <p><i>More self aware of racism and how to address this.</i></p> <p><i>Ongoing work and leaning into overall understanding and actions for diversity, equity and inclusion.</i></p> <p><i>open minded</i></p> <p><i>Opened by eyes to addressing uncomfortable conversations head on. Delving into why if I ever encounter a patient feeling discrimination is so important. With racism surging out world right now, this was very helpful in coming up with strategies on how to address in practice and be careful of biases we may have.</i></p> <p><i>promote antiracism and look at how I present myself</i></p> <p><i>questioning myself on a more regular bases</i></p> <p><i>Raise my awareness of my behavior and how I can help be anti-racist.</i></p> <p><i>Recognize my own unconscious biases.</i></p> <p><i>Remember that majority of my patients of color have experienced racism in their lives</i></p> <p><i>self evaluation</i></p> <p><i>She was so passionate about just how impactful racism is on all POC. Loved the health equity slide</i></p> <p><i>Speak with my coworkers about antiracism and what I learn. Continue to treat all of my patients with respect and sensitivity.</i></p> <p><i>Thank you for knowledge in this. I feel like I have a better understanding of how I can be more open and approach difficult conversations with racism in the healthcare setting.</i></p> <p><i>The importance of pausing, breathing, tolerance, compassion and empathy</i></p> <p><i>The speaker really shared from definite experience with racial bias and helped to be able to begin to relate to and influence those who have strong racial attitudes.</i></p> <p><i>Think about being an antiracist every day!</i></p> <p><i>This helped change my focus towards antiracism rather than the older construct of cultural competency.</i></p> <p><i>This is a very important topic right now and acknowledging people's feelings and observations is so important.</i></p> <p><i>This presentation challenged me with becoming more self aware of non intentional antiracism. I always try to be culturally sensitive, but need to grow in my awareness and actions.</i></p> <p><i>Try to acknowledge racism whether intention or not, allow patients to express their feelings and learn from them.</i></p> <p><i>try to keep being sensitive to others and to how I treat every single person.</i></p> <p><i>very timely presentation. Gave good insight into being Antiracist and how to navigate difficult situations.</i></p> <p><i>will ask for my data by ethnic background to see what I can learn from it</i></p> <p><i>Will try to look at my own practice to be more sensitive to racial issues</i></p> <p><i>Will work harder on understanding how people of diverse populations react to treatment suggestions. How to phrase things so fellow staff members and patients are understanding what I am trying to do to optimize the health of the patient.</i></p>
NO	<i>Already am doing</i>

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<p><i>Follows closely with current practice.</i> <i>I dont look at people as race - I look at everyone as human beings who should be treated with respect - no matter who you are</i> <i>Just good to see a new/different perspective on the topic</i> <i>knowledge base</i> <i>no value to my practice</i> <i>Practice same</i> <i>Retired</i></p>		
	YES	NO
Did you notice any bias or promotion of commercial products in this presentation? If YES – please explain:		177
YES		
Do you have feedback for the presenter(s)?		
<p><i>Appreciate the openness and relaxed presentation on a difficult topic</i> <i>Excellent and so very important topic. Thank you for presenting!</i> <i>Excellent overview of the bias in healthcare systems. Helped to open my eyes to implicit bias.</i> <i>Excellent talk</i> <i>Excellent!</i> <i>excellent!</i> <i>Great information and presentation. Great reminder about the importance of self reflection and listening.</i> <i>Great job, so knowledgeable and the diagrams were great. Loved the examples discussed at the end on how to address racism if found in practice.</i> <i>Great presentation</i> <i>Great presentation and well delivered</i> <i>Great presentation. Much needed.</i> <i>Great presenter.</i> <i>Great work - thank you.</i> <i>I do have fears of saying the wrong thing but if I don't say anything I am not getting out of my comfort zone. Thank you for helping me grow!</i> <i>I do not think this was needed at the conference</i> <i>I do not agree with the comment that a no-show policy is racist. This has greatly bothered me since the presentation and caused me a lot of distress. I have worked very hard to ensure everyone and anyone feels comfortable with me as a provider. I do have a no-show policy but that is to hold my patients accountable and to ensure that each patient gets the time they need for their visit. I feel the point that should have been made was that organizations are not meeting the needs of their community. Please do not accuse providers of being racist.</i> <i>It is what it is and how you view it</i> <i>Much thanks</i> <i>nice job on a tough subject</i> <i>Nice job. Even-handed presentation.</i> <i>Racist is a word that evokes such strong feelings and emotions and I felts it's use in today's discussion was appropriate. Still, there are those who will automatically stop listening when the word "racist" is used. Think of Prince William when he said, "The Royal Family is not racist." As a nation we still have a long way to go to create a country that values everyone but this sort of education will certainly help. Thank you.</i> <i>Such an excellent discussion and review. Would love to see more on this topic and direction for APRNs to take charge and lead.</i> <i>Thank you !</i> <i>Thank you for a great presentation.</i> <i>Thank you for helping expand our thinking on a very sensitive topic - loved the slide of the mural painted in Madison</i> <i>Thank you for presenting a difficult topic</i> <i>Thank you for putting together this presentation on anti-racism and diversity. Ascension already has ABIDE sessions (similar to CARES) to help address naivete around BIPAC. I went to my local library's web site and requested the Kendi book. (There were 15 available, non checked out)</i> <i>Thank you for sharing your expertise!</i> <i>Thank you for your expertise on this important topic.</i> <i>Thank you!!!</i> <i>Thank-you for your work in this very important need for change in our society.</i> <i>Very Good</i> <i>Very informative.</i> <i>Very well done</i> <i>Well Done</i></p>		