

Culture challenges and barriers faced by Black American nurses: Literature Review

Breasha Campbell

Lakeview College of Nursing

Dr. Ariel Wright

10/19/2022

Culture challenges and barriers faced by Black American nurses: Literature Review

Cultural competence is the willingness to understand and interact with people of diverse cultures, races, ethnicity, gender, and sexuality (Nurse Journal Staff, 2022). Cultural competence in nursing focuses on health equity through patient-centered care. This approach allows nurse professionals to successfully treat patients even when patients' beliefs, practices, and values directly conflict with conventional medical and nursing guidelines (Nurse Journal Staff, 2022). Being culturally competent, Nurses can develop the ability to tailor and explain treatment plans according to patient's needs to show respect and provide adequate care. Although the importance of being culturally competent is a vital nurse responsibility that many nursing schools emphasize, racial and ethnic discrimination still occurs daily in the workplace, hindering progress for many black nurses. By interpreting quantitative research articles, this literature review will provide insight into the cultural challenges and barriers black nurses face in America and the importance of eliminating these barriers to allow progression and growth to enhance the development of the nursing field and improve the quality of life for all.

Giving while grieving: Racism-related stress and psychological resilience in Black African American registered nurses

The article "Giving while grieving: Racism-related stress and psychological resilience in Black African American registered nurses" examines the relationship between racism-related stress and emotional resilience in Black nurses. Participants perceived low emotional resilience in stressful situations and felt affected by both direct and indirect racism. The study concluded that there is a need for continued research on racism-related stress among Black nurses. They believe healthcare organizations must develop systemic approaches to meeting the unique needs

of the Black African American workforce through diversity, equity, and inclusion (DEI) programs (Byers et al., 2021).

Key Points

This study of Black African American nurses indicates that they are experiencing racism-related stress. This Data suggest that members of racial minority groups overcome historical and structural barriers to advancement, but they do not escape experiences of racism (Byers et al., 2021).

The National Black Nurses Association (NBNA) recruited participants for this study from its membership of professional nurses using the following criteria: 18 years and older, identifies as non-Hispanic Black African American. The participants must hold either a registered nurse or an advanced practice registered nurse license and have been actively working in a nursing role.

This study used a sample size of 77 nurses and a cross-sectional quantitative correlational design method. The instruments used were the brief resilience scale (BRS), the prolonged activation and anticipatory race-related stress scale (PARS), and the investigator-developed demographic questionnaire.

The first research question assessed nurse's psychological resilience during or after any stressful situation, whether racism-related or not. The results indicated that the participants perceive they have low resilience in stressful situations, whether racism-related or not (Byers et al., 2021). The second research question assessed the level of racism-related stress in Black African American professional nurses. When participants experience racism, whether directly or indirectly, the extent to which they psychologically retain the stressors, ruminate over the occurrence, and

sustain its harmful effects. Indicating the degree of confidence in the availability and effectiveness of their coping resources related to racism-related stress (Byers et al., 2021). The third research question assessed the relationship between racism-related stress and psychological resilience (Byers et al., 2021).

The correlation between the BRS and PARS total scores indicated significant negative correlations with each instrument used. The P-values are: Perseverative cognition ($r=-0.42$, $p < .01$), anticipatory race-related stress ($r=-0.30$, $p < .01$), and the anticipatory bodily alarm response ($r=-0.38$, $p < .01$) (Byers et al., 2021). Additionally, there was a significant positive correlation with a secondary appraisal ($r=0.44$, $p < .01$) (Byers et al., 2021).

Because of the limitations due to the sudden impact of covid, the results were not generalized to the larger population of black nurses. The authors believe there is an opportunity to expand this research in both sample size and analysis. Analysis of the relationship between demographic variables and perceptions of racism-related stress and psychological resilience could provide insight into the differences between generations, genders, educational levels, nursing roles, and geography (Byers et al., 2021). In conclusion, the authors felt that black nurses, especially during the rampant covid-19 deaths and pervasive police violence, were overwhelmed by compounded trauma and loss, bearing the weight of professionally caring for and personally caring about those affected (Byers et al., 2021).

Assumptions

The authors want to prove through research that organizational systems and cultural improvements can fortify and accelerate psychological resilience in Black African American

nurses experiencing racism-related stress. The researchers wanted to stimulate discussion and inspire the next steps for research about racism-related stress and psychological resilience among Black African American nurses (Byers et al., 2021). This research intends to encourage healthcare organization leaders to learn about racism-related stress, conduct a need assessment amongst their Black African American workforce and collaborate with this population to develop interventions.

Deficit/Conclusion

The authors believe black nurses have unique life experiences requiring focused attention and interventions in the workplace and their communities. One could agree that healthcare organizations want diversity and inclusion, and efforts must include systems and support designed to meet the unique needs of members of their workplaces. The authors believe that organizations should implement- revitalizing their mission, vision, and core values to commit to diversity, equity, and inclusion (DEI). They believe that interventions such as: interviewing leadership candidates about their DEI beliefs, including DEI competencies to expand employee knowledge about psychological safety, counseling for racism-related stress, and encouraging dialogue about recent racism-related occurrences can effectively ensure healthcare teams thrive (Byers et al., 2021).

The line of reasoning presented by this research promotes that when stressors are recognized, acknowledged, and improved, advocacy can lead to a healthy organizational culture and climate and increase employee engagement and retention of Black African American nurses.

References

Byers, O. M., Fitzpatrick, J. J., McDonald, P. E., & Nelson, G. C. (2021, June 25). *Giving while grieving: Racism-related stress and psychological resilience in Black/African American*

registered nurses. Nursing outlook.

<https://www.sciencedirect.com/science/article/pii/S0029655421001378>

Nurse Journal Staff. (2022, September 26). *Cultural competence in nursing*. Nurse Journal.

<https://nursejournal.org/resources/cultural-competence-in-nursing/>