



ANAC DEI Action Club: Developing champions of anti-racism in healthcare to strengthen the HIV response

Health Inequities based in race are evident in HIV prevention and treatment, and are based in historical and contemporary factors. In response, the Association of Nurses in AIDS Care (ANAC) invites you to apply to be a participant in the inaugural cohort of the **ANAC DEI Action Club**. Similar to a book club, this project will have an individual action component included. As part of a multi-pronged learning and action initiative, led by the ANAC Diversity Equity & Inclusion (DEI) committee, this inter-active leaning program is for nurses and other members of the healthcare team to understand the impact of racism in healthcare in the United States and to develop action steps to become anti-racist and allies in racial equity in HIV and healthcare.

ANAC members and members of other nursing organizations are invited to apply for the program. One cohort of up to twenty-five individuals will be selected. Participants will meet virtually, once monthly in July, August, September & October 2024. The scheduled book will be provided to participants and pre-supplied discussion questions will facilitate explorations and critical conversations on health equity, racial disparities, and the profound impact of systemic racism on the health and well-being of Black Americans and other historically marginalized groups, through the lens of HIV.

This four-part program will include a series of virtual discussions facilitated by ANAC DEI leaders centered on 3 key books:

- "Medical Apartheid" by Harriet A. Washington- or- "Under the Skin: The Hidden Toll of Racism on Health in America" by Linda Villarosa (TBD).
Discussion Facilitator, Bridgette Picou, LVN, ACLPN
- "The Black Angels- The Untold Story of the Nurses Who Helped Cure Tuberculosis" by Maria Smilios.
Discussion Facilitator, Michelle Crespo-Fierro, PhD, RN, AACRN
- "The Political Determinants of Health" by Daniel E. Dawes.
Discussion Facilitator, Deborah Wafer, PA, RN, NP
- The fourth meeting will utilize the tools developed by the National Commission to Address Racism in Nursing, encouraging and supporting individuals to assess their level of allyship and to share their experiences of racism and anti-racism in nursing and healthcare.
Discussion Facilitator. Darcel Reyes, PhD, ANP-BC

Eligibility Requirements:

- Nurse, nursing student or other member of the health care team residing and working in the United States
- Current or recent experience with HIV prevention, treatment, education or research.
- Member of a professional nursing organization (ANAC, NBNA, NAHN, or other NCEMA organization)
- Commitment to active and informed participation in the four virtual sessions.

Program Expectations:

Participants will actively participate in the four sessions that includes:

- Reading the featured book before the session, with the discussion questions as a focus.
- Contributing to the discussions during the session
- Completing a brief reflective journal entry after each session.
- Candidly completing the nurse ally self-assessment and action plan activity

ANAC will:

- Provide the books and tools to participants a month before the virtual meeting.
- Maintain the participant perspectives, contributions and input anonymously.
- Provide 1.5 contact hour of NCPD/CNE for participation in each session (up to 6 hours total).
- One year ANAC membership after participation in all 4 sessions.
- Participants will be invited to share their experiences during a session at ANAC2024 and will be provided discounted conference registration rates.
- Provide pro-rated discounted rates for ANAC2024 conference are based on session participation.
 - Three Sessions: 25% Discount
 - Four sessions: 50% Discount

Planned Timeline

- Applications are due mid-May
- Notifications early-June.
- Orientation mid-June
- Virtual Meetings: mid-July, mid-August, mid-September, mid-October
- ANAC Conference (optional): November

[Apply online](#). A box will pop up asking for ANAC membership information, if you are not a member, you may still apply, simply X out of the box in the upper right corner.

Applications are due: Sunday May 19, 2024 at 11:59 p.m. ET

This powerful personal journey of education, introspection and meaningful actions for change will support participant journey and support and expand their critical role as nurses in contributing to health equity, and in particular – towards health equity for people living with or at risk for HIV.

We are grateful to the ANAC DEI committee and to Gilead Sciences for supporting this work.