

# Co-developing an education resource for recognising, reporting & responding to racism in nursing

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## Introduction

Racism is a huge problem in nursing and there is an ongoing need to address this problem (1-2).

## Aim

To co-develop and evaluate an education resource that supports student nurses and professionals educating them in university and practice with recognising, reporting, and responding to racism.



## Methods

- A case study narrative was co-developed using storyboards by adapting the 6-part storyboard method and considering guidance for writing a teaching case study (3-5). Students and staff from NHS Tayside and the University of Dundee developed the narrative in one 1-hour workshop.
- The project team created the resource using the storyboard narrative with evidence and recommendations for developing anti-racism and social justice in nursing education and practice (6-9). The resource prompts learners with reflective questions and enables learners to be 'in the shoes of' people recognising, reporting, and responding to racism.
- In January 2026, one 2-hour teaching session based on the resource was piloted with third year nursing students and the resource was provided for self-directed learning in their virtual learning environment. After, students were invited to complete optional feedback surveys.

## Outcomes

The student feedback demonstrated the impact of the learning on views, opinions, and potential behaviour.

Resource feedback: n=27

- *"It expanded my knowledge and transformed how I viewed discrimination and racism. It has challenged me to be a better model and be sensitive to these key issues"*

Session feedback: n = 29

- *"I feel as if I would be able to deal with racism better in a workplace"*
- *"I think it has strengthened views I already had and empowered me to support colleagues where I possibly would have avoided conflict"*

The project has inspired others to adapt the resource and methods to support anti-racism education and training in different settings and for different experiences (e.g. gender discrimination). The use of storyboards to develop narratives is an effective and acceptable approach for engaging healthcare students and professionals to address racism and other forms of discrimination. The collaboration with students and staff resulted in a resource with the potential to empower learners and enhance healthcare practice.

## Conclusions

Involving people with lived experiences and allies using the project method is a novel approach for addressing racism and other forms of discrimination in healthcare through education and training.

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