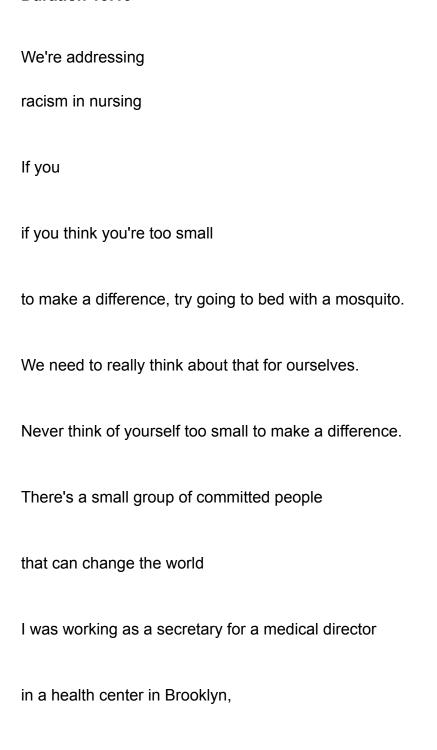
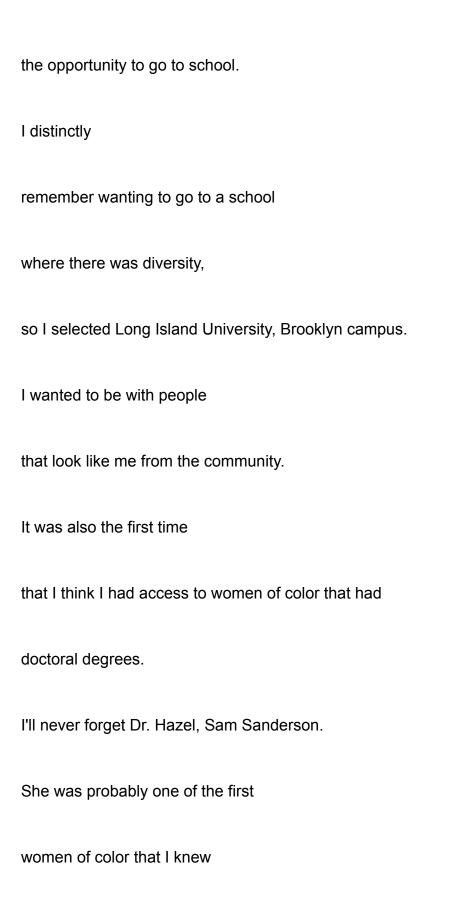
## **Reckoning With Racism in Nursing**

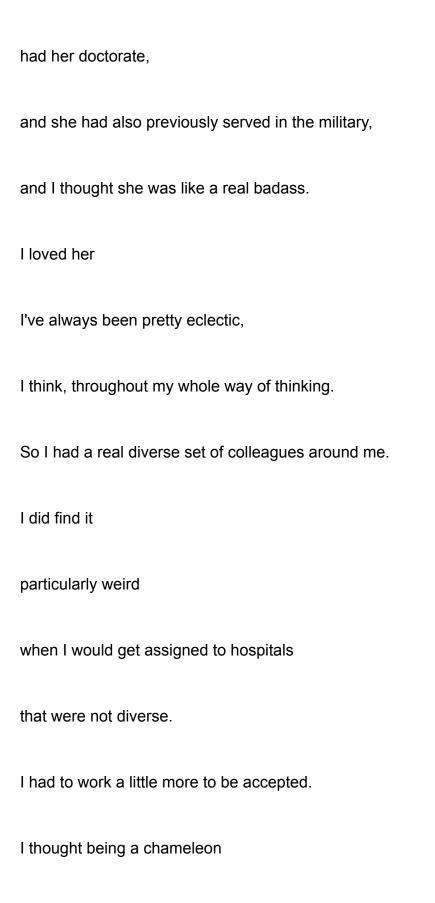
## Wanda Montalvo Transcript Duration 13:10



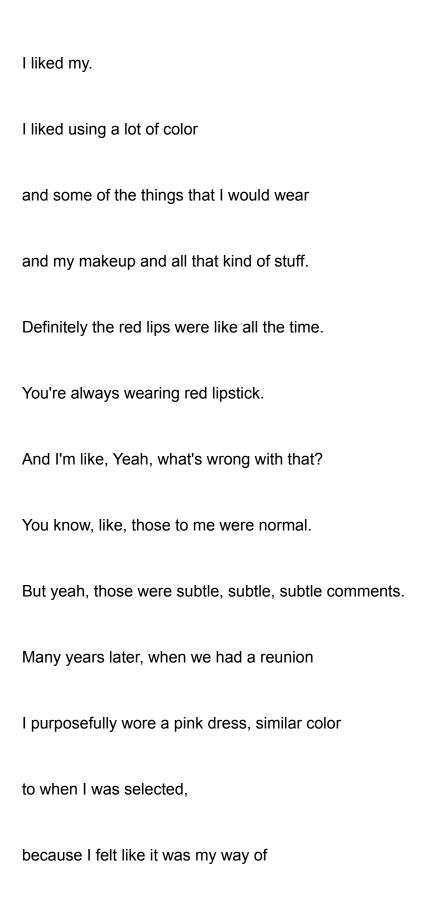
New York State had a shortage of nurses. They came up with a program called Ladders in Nursing Career, Project LINC. I used to do like payroll and grants and all that kind of stuff as the secretary for the medical director. It was really a lot of the physicians and some of the other nurses that knew me that encouraged me to apply. They said, You know, you're really smart. You should really consider applying. That's how I got into an opportunity

where financially I was covered via a scholarship to attend school. One of the things that I remember from the application was that you can apply for associate's degree or bachelor's degree. The administration in the hospital called me and tried to get me to change my mind and go for an associates. The state told them that they had to call me and offer it to me because initially they tried to skip me. If it wasn't for the oversight they probably would not have given me

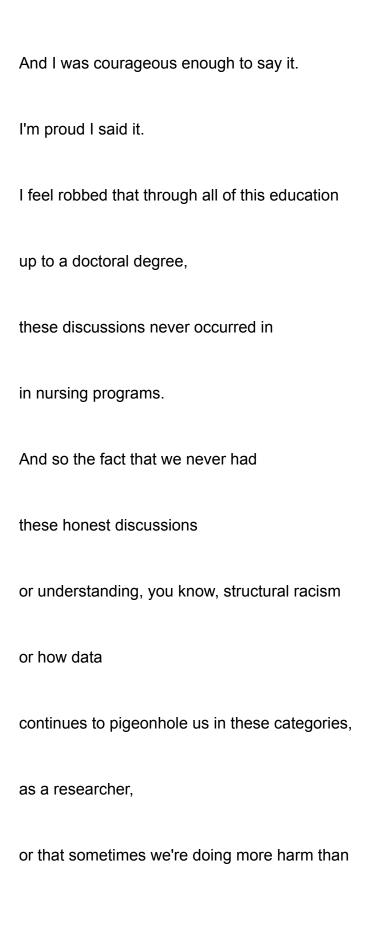




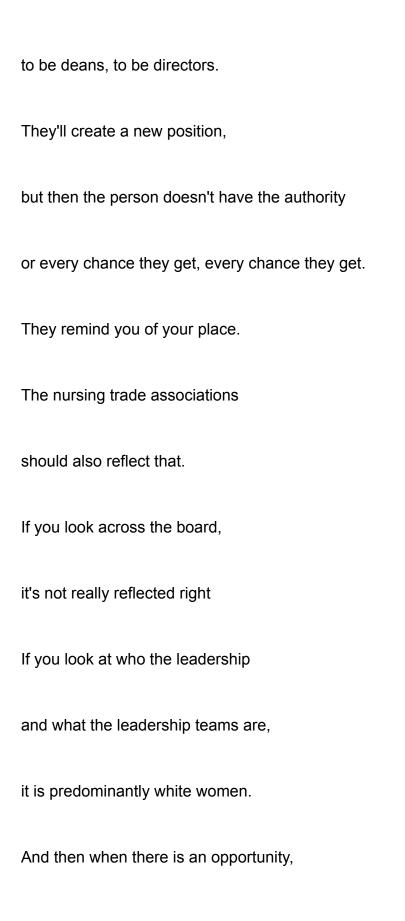
and adjusting to that environment was a good thing. And so I would switch to what those environments were. Change the way I look, depending upon the environment. And later on now, I'm realizing that was all code switching. I was selected for a fellowship program, and I remember having this what I thought was a beautiful pink suit. I remember later on that it was questioned, you know, that that people were like, Oh, my gosh, she wore pink suit to that meeting. I must have really broken a lot of taboos because



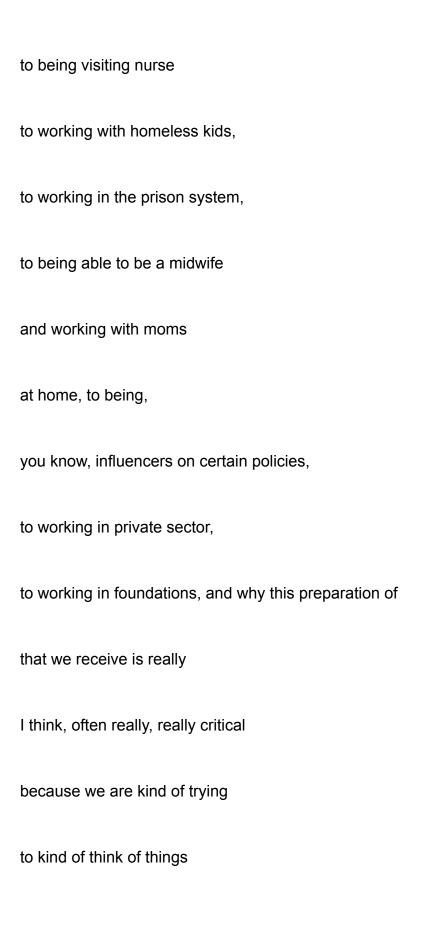
standing my ground and kind of rebelling Recently, I was on a board and they were talking about how do we include new members, and they were coming up with all these different criteria for selecting members. And I said, You need to stop the gatekeeping and stop being so elitist because you've had this this process in place. And you talk about wanting to have more inclusion and all these other rules that you're putting in place is about keeping people out.



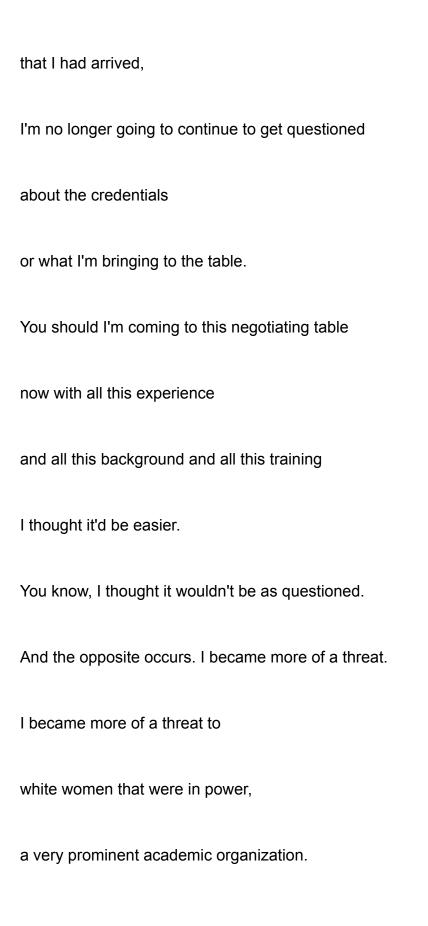
good with some of the ways that we use language or we stigmatize patients like why why is it that we didn't have these conversations earlier? I wish there were more women of color as faculty and and in leadership, not only faculty. I'm tired of the conversation of that. We want women of color in leadership or that we want to change. You want to change? Then I want to see your C suite, the deans, reflected in what you're stating. You know that we want women of color



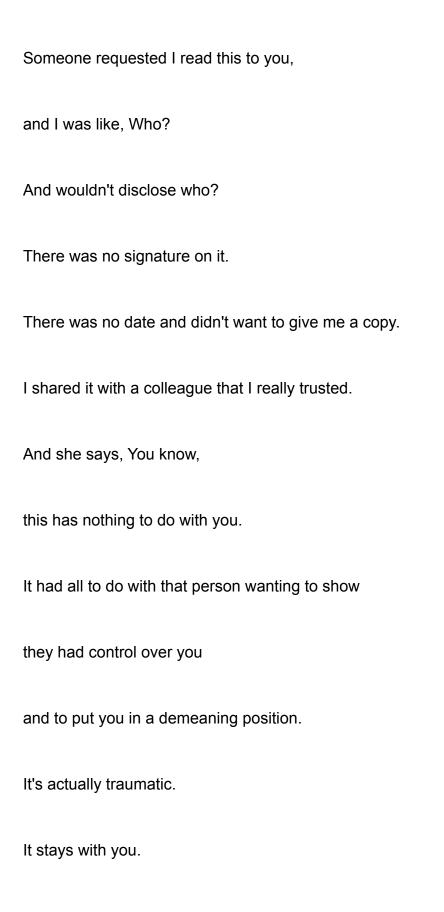
who gets promoted to the role? A white dude. When I look at it now, I'm looking at if you're really about change that I want to see it at the leadership team level, and that's the bar I'm setting Not that I want the faculty to just be diverse. I want the leadership team to look diverse. It's really important to talk about all the different sectors where nurses have have been making an impact. The settings in which they work from being in the community

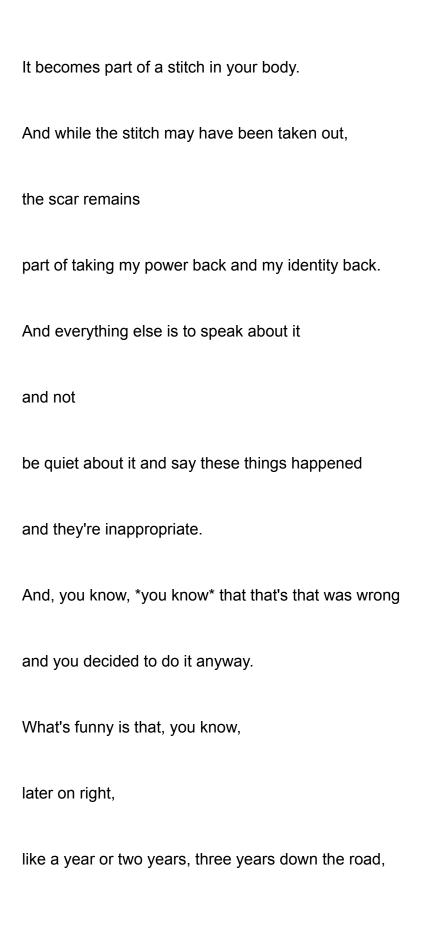


holistically, not just one component You know, it's like in nursing, every time you get one thing, they ask you to get one other thing right. So you get you go, you have an associate's, oh you need a bachelor's, you get a bachelor's, oh you need a master's. You get your master's, you get your doctorate. Oh, you need a post doc. Like there's always one other damn hoop, right? And so I thought that in my journey when I received my, my, my doctorate, my Ph.D.



And the
the dean called me into the office
and read a letter to me out loud.
I sat there and I'm thinking to myself,
if I was a white Caucasian male,
never in a million years,
would you have called me in here
to read this letter to me.
And I said it.
You know, it was the feedback that I gave.
And I was like,
how can you sit there
and read something like that to me out loud?





you come into a meeting or a conference or whatever,

and that person's there.

And and I will tell you that they come up

and they're trying to make amends

and to reconcile the situation.

And I'm like, no,

I know who you are, and I don't trust you.

And on the flip side, I want to highlight

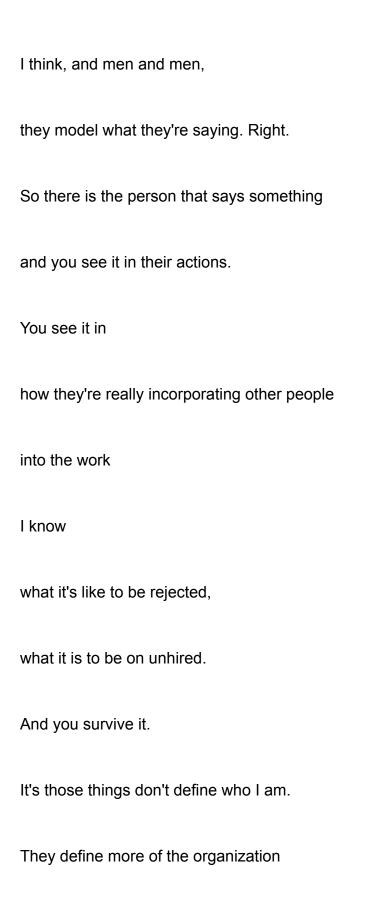
that there has been, you know, again,

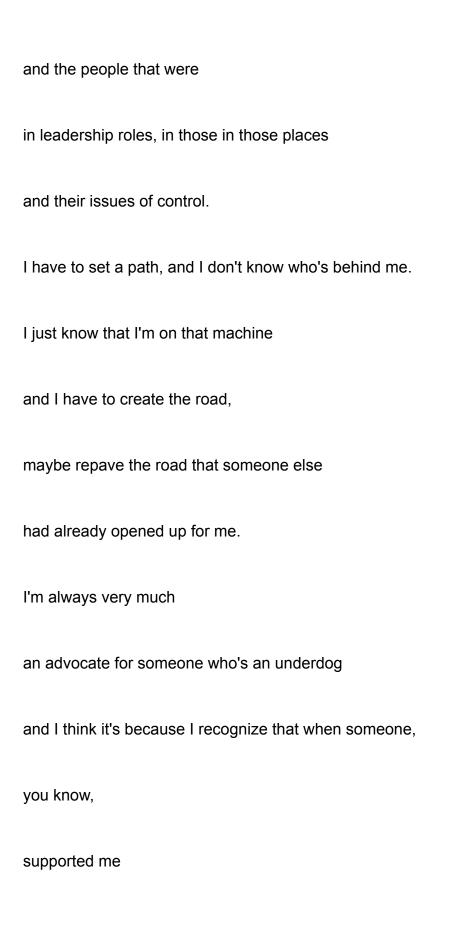
women that have really helped me a lot,

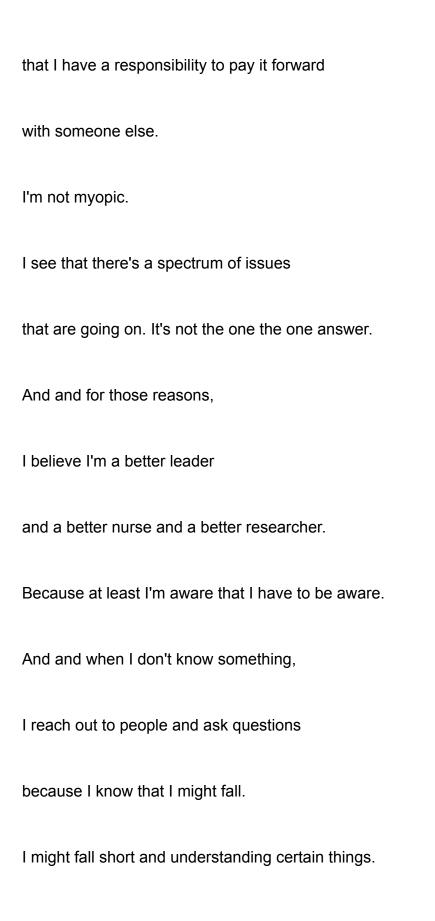
that are white Caucasian women,

and they have been incredibly supportive

and they model what I want more women,







So I do like to speak to other people and listen

You've got to find your space where you're,

you know, being built up

and that you're learning and you're feeling

accepted for who you are

and what you bring to the table without judgment.

There's something about when you find yourself

in a room with people that are that share

more of your journey and your culture

creates a safer space

for me to share a potential struggle.