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Book review: Anti-racist nursing and midwifery: A resource for students, practitioners, educators, and activists

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Book Review

Ramamurthy, A., Bhanbhro, S., Fero, K., and Ambrose, R. (Eds.) (2026). *Anti-Racist Nursing and Midwifery: A Resource for Students, Practitioners, Educators, and Activists*. London: Routledge. 202 pp. ISBN 9781032503431.

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Questions of racism are fundamentally ethical questions because they concern questions of power, justice, dignity, professional responsibility, and equitable access to opportunities and care. In *Anti-Racist Nursing and Midwifery*, Ramamurthy et al. (2026) bring these concerns into sharp focus through a collection of critical reflections and lived experiences that expose the enduring impact of racism within healthcare organisations.

The book makes a significant contribution to the literature on racism in healthcare by connecting these experiences with broader historical and structural processes. For example, chapters exploring the experiences of migrant and internationally educated nurses demonstrate how workplace discrimination cannot be understood solely as interpersonal prejudice, but is also shaped by immigration policies, professional hierarchies and organisational cultures that can create additional vulnerabilities for Black and Brown healthcare staff. Similarly, discussions of exclusion, over-scrutiny and unequal opportunities for progression reveal how everyday workplace experiences are linked to wider structures of power and inequality.

Although research has highlighted the emotional burden, exhaustion and sense of ongoing inequity experienced by ethnically minoritised nurses, [1] this book shows how such inequalities are lived and felt within everyday professional practice. Furthermore, wider evidence suggests that organisational cultures, leadership practices and workplace conditions play a significant role in shaping nurses' wellbeing, professional experiences and sense of belonging within healthcare organisations.[2] By laying bare these realities, the book extends anti-racist discussion beyond issues of representation and awareness toward a more critical examination of privilege and institutional responsibility. The accounts within the book shift knowledge of racism beyond the abstract and theoretical to illuminate how racism is reproduced through everyday workplace interactions, policies and organisational cultures.

Globally, healthcare services are currently subject to increased scrutiny regarding organisational culture, workforce experiences, health inequalities and patient safety, making this publication particularly timely. Recent reviews, inquiries, and commentaries have highlighted the importance of listening to the voices of patients, families and healthcare staff, while also recognising the need for meaningful organisational and cultural change rather than continuing to hold further public inquiries, which do not, in themselves, deliver change (Stacey & Ireton, 2026). Within this milieu, Ramamurthy et al. (2026) provide an important reminder that the experiences of staff and patients cannot be easily separated, and that efforts to improve the quality and safety of care must also attend to the cultures in which care is delivered.[4]

The book's greatest contribution to nursing ethics is its demonstration that racism is not merely a workforce issue but a form of structural injustice with consequences for professional integrity, staff wellbeing and patient care. By foregrounding experiences that are frequently minimised

or rendered invisible within healthcare discourse, the text challenges readers to critically reflect on their own assumptions and ideologies, using the lens of critical race theory.[5] However, contributors do not simply document experiences of discrimination, they also share strategies of resistance, solidarity and advocacy. While these accounts are uncomfortable to read, it is precisely this discomfort that gives the book educational value.

If there is a limitation, readers seeking detailed implementation frameworks or evaluated organisational interventions may find these aspects not developed. Nevertheless, this does little to diminish its overall contribution; the primary purpose being to amplify voices that have historically been marginalised within nursing and midwifery discourse; it achieves this authentically and clearly. Overall, *Anti-Racist Nursing and Midwifery* by Ramamurthy et al., (2026) is a thought-provoking, accessible text that provides a thorough examination of racism in nursing, while offering hope through stories of defiance. At a time when anti-racist practice must move beyond rhetoric, [3,6] this book presents as a catalyst for change.

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