Racism, Incivility and Harm in Healthcare

Why behaviour, boundaries and silence continue to cost lives.

CRUISING THE SOUTH PACIFIC DEPARTING SYDNEY

17-26 May 2027 | 24 CPD Hrs

NURSES FOR NURSES

EDUCATION *at* SEA

WHAT THIS CONFERENCE IS ABOUT

Racism in healthcare is often framed as an issue of fairness or culture. This conference takes a different, evidence-based position: racism, incivility and professional boundary failures are patient safety risks that contribute directly to workforce harm, delayed care, missed escalation and preventable death.

Designed for nurses and midwives working across acute, community, maternity and aged care settings, this conference examines how racism is enacted and sustained through everyday behaviours, workplace hierarchies, selective enforcement of "professionalism," and organisational silence. Drawing on Australian and international evidence, participants will explore how incivility and boundary breaches disproportionately affect racially minoritised staff, how bystander inaction becomes normalised, and how these dynamics compromise both staff wellbeing and clinical outcomes.

This is not an awareness-raising event. It is a clinically focused, system-aware examination of how harm persists even in organisations with policies, values statements and zero-tolerance language. The conference challenges nurses and midwives to recognise these patterns, understand their professional and ethical implications, and identify what can realistically be influenced.

Why This Conference Matters for Nurses and Midwives

Nurses and midwives work at the point where health policy, organisational culture and patient care collide. When racism, incivility and professional boundary failures exist within that system, they do not stay in the realm of "workplace culture" — they shape clinical decisions, communication, escalation, and ultimately patient outcomes.

Evidence shows that racism in healthcare contributes to delayed treatment, under-assessment of pain and risk, poorer maternal outcomes, reduced access to services, and preventable harm. At the same time, racially minoritised nurses and midwives experience higher levels of incivility, exclusion and punitive boundary enforcement, which affects psychological safety, retention and team functioning. These workforce impacts directly affect patient safety through reduced speaking up, breakdowns in communication and moral distress.

Nurses and midwives are also frequently placed in the role of bystanders, witnessing unprofessional behaviour, discriminatory remarks or unsafe decision-making, while operating in hierarchical systems where speaking up carries professional risk. Without clear understanding of how power, policy and culture influence behaviour, individuals are left carrying responsibility for problems that are structurally produced.

This conference is important because it reframes racism and incivility as clinical and professional risks, not personal disagreements or isolated incidents. It equips nurses and midwives with the language, evidence and ethical framework to recognise how harm is sustained, how professional boundaries can be misused, and how silence becomes part of the problem. Importantly, it focuses on what can realistically be influenced within clinical, educational and leadership roles, rather than relying on awareness-raising or individual goodwill.

For nurses and midwives, this is about protecting patients, protecting colleagues, and protecting their own professional integrity in systems that too often expect harm to be tolerated quietly. This conference supports safer practice, stronger professional accountability and more sustainable careers — not by asking clinicians to be braver, but by helping them understand the systems they are working within and how to navigate them ethically and safely.

LEARNING OUTCOMES

By the end of this conference, nurses and midwives will be able to:

- Analyse how racism, incivility and professional boundary failures function as interconnected risks within healthcare systems, impacting staff safety, clinical decision-making and patient outcomes.
- Critically examine the role of workplace hierarchy, power and organisational culture in enabling unprofessional behaviours, selective accountability and bystander silence.
- Identify the consequences of incivility, racism and boundary breaches on workforce wellbeing and patient safety, including moral distress, disengagement, communication breakdown and escalation failure.
- Apply evidence-informed strategies to their professional context to recognise unsafe behaviours, respond ethically as bystanders, and contribute to safer, more accountable workplace practices within their scope of influence.

DETAILED ITINERARY

Day 1: 17/05/2027 | Depart Sydney

1615: We set Sail

Make sure you are on deck to say bon voyage.

1700 - 1800: Conference Registration and Welcome Function

Enjoy this opportunity to mingle with the other attendees at the complimentary drinks and Conference Registration function.

All delegates are required to attend the Conference registration session to collect their Conference pack and confirm registration details to ensure the correct issuing of their CPD certificate.

Day 2: 18/05/2027 | Conference Day | Setting the Scene for the Conference

0800 – 0900: Racism, Incivility and Harm in Healthcare | Dr Wendy McIntosh

Why behaviour, poor boundaries, and silence continue to cost lives. In this session the presenter will lay down the foundation stones for the conference themes by exploring the nexus between racism, incivility, boundary transgressions and harm (patients, families and health professionals).

0900 – 1000: Exploring Unconscious Bias | Dr Wendy McIntosh

In the first part of this presentation, we will discuss the meaning of unconscious bias and will explore the ways in which automatic and involuntary held beliefs can influence the interactions we have with colleagues and patients and impact on care.

In the second half of the presentation, we will explore specific case scenarios and may identify our own deeply help unconscious biases which influence our decisions and actions in the workplace.

1000 – 1030: Break

1030 – 1130: Incivility Isn't Minor: Why 'Low-Level' Disrespect is High-Risk | Sue Walker

Incivility in healthcare is often dismissed as personality clashes or "just the way it is," yet the evidence tells a different story. Even low-level disrespect—eye-rolling, sarcasm, dismissive comments or being ignored—directly undermines communication, teamwork and clinical judgement. These behaviours increase cognitive load, impair decision-making, and raise the risk of errors, near misses and moral distress.

1130 – 1230: Differentiating Between Bullying and Rudeness | Dr Wendy McIntosh

This session explores the critical differences between incivility and bullying, and why accurately identifying behaviour matters for staff safety, professional boundaries and organisational accountability. Participants will examine how patterns, power and impact — not intent — determine when behaviour becomes bullying, and why mislabelling harm allows it to continue.

1230 – 1430: Lunch Break

Afternoon Self-directed via the Online Library

This afternoon you have self-directed learning activities that equate to two hours of CPD. You can choose to complete these activities in the time allocated, or you may choose to complete them before the commencement of the conference or after its conclusion.

The online library where the activities are located is available to you a week before the conference begins and for two weeks after the conference finishes.

> *"I really enjoyed the event. Dr Wendy is a no-nonsense presenter with a good sense of humour and extensive practical and theoretic knowledge of her subjects. She made everything easy to understand but also challenged our thinking in many ways. I really*
>
> *enjoyed her insights and perspective. Would definitely recommend to any nurses thinking of attending."*
>
> - Suzanne, Being Trauma-informed Across a Lifespan

Bias, Blind Spots, and Uncomfortable Truths

This self-directed session explores how bias shows up in healthcare — in technology, clinical judgement, and even our emotional reactions at work. Using evidence on racial bias in pulse oximeters from Johns Hopkins Bloomberg School of Public Health, reflections on schadenfreude in professional settings, and the provocation of Sam Andrews' Are You Biased? participants are challenged to examine the subtle, often unspoken ways bias and emotion influence care, teamwork, and ethical decision-making.

Day 2 Continued:

When Inequality Becomes Lethal: Racism, Power, and Healthcare in Australia
This self-directed session examines how racism operates as a structural risk to health in Australia, moving beyond individual attitudes to expose the systems, narratives, and silences that allow inequality to persist.

Drawing on the Australian Human Rights Commission's findings that racism in healthcare is costing lives, alongside Professor Alana Lentin's analysis of white supremacy and white innocence, the session challenges participants to confront how denial, defensiveness, and "neutral" systems sustain unequal care. It invites clinicians to recognise racism not as an abstract social issue, but as a concrete patient safety and professional accountability issue within everyday practice.

1800 – 1900: Networking Session
Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

Day 3: 19/05/2027 | Conference Day

Morning Self-directed via the Online Library
This morning you have self-directed learning activities that equate to two hours of CPD. You can choose to complete these activities in the time allocated, or you may choose to complete them before the commencement of the conference or after its conclusion.

Beyond the Tick-Box: Trauma, Culture, and What Safe Care Really Requires
This session challenges the idea that cultural safety can be achieved through policy statements or mandatory training alone. Drawing on evidence from Rural and Remote Health article 6411, it explores why trauma-informed practice is essential to delivering genuinely safe and ethical care, particularly in rural and remote settings.

The session examines how unrecognised trauma, power imbalances, and rigid systems undermine trust and outcomes, and invites clinicians to rethink cultural safety as an active, relational practice rather than a compliance exercise.

White Medicine, White Ethics: How History Still Shapes Care
This self–directed session examines how Australian healthcare has been shaped by colonial power, racial hierarchy, and ethical frameworks that privileged whiteness as the norm.

Drawing on the article White Medicine, White Ethics, it explores how historical assumptions continue to influence clinical standards, professional norms, and ideas of "good" care today.

Participants are invited to consider how racism is embedded not only in past practice, but in contemporary systems and ethical decision-making and why confronting this history is essential to improving equity, safety, and trust in Australian healthcare.

1100 – 1230: Lunch Break

1230 – 1330: Racism in Healthcare: Not Just Unfair — Lethal | Dr Wendy McIntosh
"Of all the forms of inequality, injustice in health is the most shocking and inhumane." — Dr. Martin Luther King Jr., at the 1966 Convention of the Medical Committee for Human Rights.

According to a number of reports including a recent one from The Australian Human Rights Commission (AHRC), the experiences of systemic and interpersonal racism are a critical driver of poor health outcomes, chronic illness, and premature death. In this session we will explore the nexus between racism and death in healthcare especially at a systemic and institutional level.

1330 – 1430: From Bias to Bedside: How Racism Shapes Clinical Decisions | Dr Wendy McIntosh
This session will integrate the reported lived experiences from health professionals and patients who have experienced racism in health.

Experiences that have resulted in delayed care, under treatment and escalation failures. Insights gained from those individuals can challenge unconscious bias and assist delivery equitable care.

1430 – 1500: Break

"*Sue is an outstanding educator. The pace and content of this seminar was fantastic. Participants were encouraged to participate as able. I took away quite a few items for use later.*"- Janet, Finding Your Balance

Day 3 Continued:

1500 – 1600: When Harm Becomes Normal | Sue Walker

How Silence, Language and Culture Keep Racism Invisible. Racism in healthcare is rarely loud or overt. More often, it is embedded in everyday language, unchecked assumptions, and organisational habits that quietly excuse harmful behaviour. This session examines how racism becomes normalised through phrases like "that's just how they are," risk-avoidant silence, and systems that prioritise comfort over accountability.

Participants will explore why bystanders often don't intervene, even when harm is recognised, and the professional, ethical and patient safety costs of that silence.

1600 – 1700: Limbic System Arousal and Deescalation | Dr Wendy McIntosh

This presentation will explore the ways in which the limbic system drives emotional threat detection and escalation in the context of racism. You will learn about the changes in the amygdala area of the limbic system in response to repeated racial bias and discrimination. The presenter will also integrate content on the nexus between shame and limbic system arousal. Simple techniques will be shared to assist an individual to deescalate and regular their limbic system arousal.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

Day 4: 20/05/2027 | Free Day

Take this time to reflect on conference activities and explore this fabulous ship.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

Day 5: 21/05/2027 | On Shore in Mystery Island, Vanuatu | 0800 – 1700

Explore at your Leisure

This hidden gem in Vanuatu is exclusively accessible to cruise passengers, offering a truly unique getaway experience. Though it doesn't have any permanent residents, Mystery Island offers a wealth of shore excursions. With stunning beaches, crystal-clear waters, and some of the best snorkelling spots in the region, a Vanuatu cruise to the South Pacific islands is an absolute must for any traveller.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

Day 6: 22/05/2027 | On Shore in Lifou, New Caledonia | 0800 – 1700

Explore at your Leisure

Dive into the vibrant energy of this bustling South Pacific island and savour the delightful fusion of French and Melanesian flavours during our shore excursions. Immerse yourself in the enchanting Kanak culture, with its captivating traditional music, dance, and exquisite arts and crafts.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

Day 7: 23/05/2027 | On Shore in Noumea, New Caledonia | 0800 – 1700

Explore at your Leisure

Embark on an unforgettable adventure to the heart of Nouméa, the capital of New Caledonia, on one of our cruise ships. Known as the "Paris of the Pacific," Nouméa boasts more sunny days than any other capital in the South Pacific.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

Day 8: 24/05/2027 | Conference Day

0800 – 0900: Professional Obligation, Not Optional | Sue Walker

How the NMBA Code of Conduct Confronts Racism in Healthcare.

The Nursing and Midwifery Board of Australia Code of Conduct makes it clear that racism in healthcare is not a personal opinion issue, it's a breach of professional standards. This session examines how the Code explicitly positions respect, cultural safety, equity and ethical practice as core responsibilities for nurses and midwives, not optional values.

Participants will explore how racism, including subtle, everyday behaviours, conflicts with professional obligations around communication, decision-making, advocacy and patient safety. The session unpacks what the Code expects when nurses witness discriminatory behaviour, experience racism themselves, or work within systems where inequity has become normalised.

0900 – 1000: Thought you Knew about Professional Boundaries: Think Again | Dr Wendy McIntosh

This workshop will integrate scenarios of boundary transgressions from Dr McIntosh's work with individual health professionals for over 20 years.

In the initial session Dr McIntosh provides insights from her practice about the language of professional boundaries and how easy it is for health professionals to a) transgress a professional boundary b) be reported to a regulatory body for a boundary transgression.

1000 – 1030: Break

1030 – 1130: The Link Between Racism and Reporting Boundary Transgressions | Dr Wendy McIntosh

In the second session Dr McIntosh dives in deeper to the link between racism and reporting boundary transgressions.

Through real-world scenarios, participants will examine how racism can influence who is believed, who is silenced, and whose behaviour is minimised or excused. The session challenges the misconception that boundary breaches are always intentional or obvious, highlighting how systemic bias can normalise harmful conduct and delay reporting.

Nurses and midwives will gain a clearer understanding of how racism intersects with professional boundaries, why this matters for patient safety and professional accountability, and how early recognition of these patterns is critical to preventing serious regulatory and ethical consequences.

1130 – 1230: Strategies that you can Integrate into your Practice

In the final session Dr McIntosh provides strategies that you can integrate into your practice to ensure unconscious bias does not lead to a boundary transgression - with a patient and collegially.

Drawing on real clinical and collegial scenarios, this session explores how bias can subtly influence language, assumptions, decision-making and responses to behaviour, often without conscious intent.

Participants will learn how to recognise early warning signs in themselves and others, apply reflective and regulatory-aligned decision checks, and respond in ways that uphold professional boundaries, cultural safety and ethical practice.

The session reinforces that preventing boundary breaches is not about perfection, but about deliberate, accountable practice that protects patients, colleagues and professional registration.

1230 – 1430: Lunch Break

Day 8 Continued:

Afternoon Self-directed via the Online Library

Professional Boundaries: The Standard You're Already Being Held To

This pre-reading session introduces the Nursing and Midwifery Board of Australia Code of Conduct as the foundation for the Professional Boundaries workshop. It reframes the Code not as abstract regulation, but as a practical, everyday guide to decision-making, communication, and power in clinical relationships. Participants are encouraged to read the Code with a critical, real-world lens, recognising how boundary expectations apply long before a complaint, incident, or notification ever occurs.

Incivility Isn't Random: Why Unprofessional Behaviour Persists in Acute Care

This self-directed session explores why unprofessional behaviour becomes normalised in acute healthcare settings and why simple fixes so often fail.

Drawing on realist reviews from the National Institute of Health and Care Research (NIHR) Journals Library and BMC Medicine, it examines how context, power, workload, leadership, and organisational culture shape staff behaviour.

Rather than blaming individuals, the session focuses on what actually works to reduce unprofessional conduct, for whom, and under what conditions which reframes incivility as a systems and safety issue, not a personality flaw.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

Day 9: 25/05/2027 | Conference Day

Morning Self-directed via the Online Library

Beyond Tick-Box DEI: Why One Size Never Fits All

This self-directed session challenges traditional approaches to cultural competence and DEI (diversity, equity, and inclusion) training that prioritise comfort and completion over meaningful change. Drawing on TED Talks by Raquel Martin and Jenn Lindsay, it explores why standardised DEI programs often fail to shift behaviour, reduce harm, or improve inclusion in real workplaces.

The session invites participants to rethink DEI as a dynamic, context-specific practice that requires reflection, adaptability, and accountability rather than generic training modules and good intentions.

Race, Power, and the Making of Modern Australia

This self-directed session uses storytelling and history to examine how Australia's racial foundations continue to shape contemporary society, health, and professional life.

Drawing on Edenglassie by Melissa Lucashenko and the ABC's exploration of the White Australia Policy, it explores how law, policy, and narrative have reinforced exclusion while normalising whiteness as default.

The session invites participants to reflect on whose stories have been centred, whose have been erased, and why understanding this history matters for ethical practice, cultural safety, and equity in today's healthcare settings.

Please note that the recording of Edenglassie has a language warning.

1100 – 1230: Lunch Break

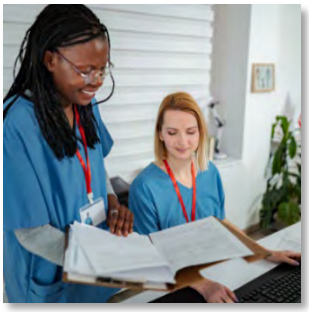
1230 – 1330: Zero Tolerance Policies that Tolerate Everything | Dr Wendy McIntosh

The presenter will discuss the statement "zero tolerance policies that tolerate everything" to explore institutional speak that proclaims absolute standards and yet allows ongoing harm.

In the session we will explore the following questions:

- *"Who actually benefits from zero tolerance policies?"*
- *"In what ways might zero tolerance policies become a shield against meaningful change rather than a tool for change?"*
- *"If we challenge the notion of zero tolerance policies then what could be a more beneficial option for all?"*

Day 9 Continued:



1330 – 1430: What Nurses Can Influence — Even Without Formal Power | Sue Walker
Racism in healthcare is often sustained not by policy alone, but by everyday decisions about what gets challenged, escalated, or quietly accepted. This explores the real influence nurses hold, regardless of role title or seniority, in disrupting harmful norms and refusing to normalise discriminatory practice.

Nurses will leave with a clearer understanding of how to exercise professional influence deliberately, lawfully and safely, even in systems where formal power is limited.

1430 – 1500: Break

1500 – 1600: From Insight to Action: What Changes After This Conference | Dr Wendy McIntosh
Commitments, accountability and refusal to return to silence. This session will a guided discussion on themes learnt and conference take aways to integrate into your practice.

1600 – 1700: Summation and Q&A | Dr Wendy McIntosh and Sue Walker
This closing session draws together the key themes explored throughout the conference, reinforcing that racism, incivility and boundary breaches are not isolated issues but interconnected risks to patient safety, professional integrity and team functioning. Rather than revisiting theory, the summation focuses on what nurses can take forward into practice — the small, deliberate actions that disrupt normalised harm and strengthen ethical decision-making. Participants will be invited to reflect on how language, silence, bias and power operate in their own workplaces, and how professional standards support action, not avoidance. The session leaves nurses with a clear message: change does not require authority or perfection, only awareness, responsibility and the willingness to act when it matters most.

1800 – 1900: Farewell Function
Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

Day 10: 26/05/2027 | Arrive Sydney | 0630
Disembark – safe travels!

OUR PRESENTERS

Sue Walker, RN, BN, BN (ADMIN), MPHC, MACN

Sue is the Director and Co-Founder of Nurses for Nurses (NfN), delivering national and international conferences, study tours and professional development programs for nurses and midwives. She is also a key contributor to Nursing CPD, an online education platform supporting nurses to meet NMBA Continuing Professional Development requirements through accessible, evidence-based learning that is firmly grounded in real-world practice.

Sue holds degrees in Nursing and Health Administration, a Master of Primary Health, and postgraduate qualifications in areas including psychiatry of ageing, gerontology, chemotherapy administration and training and assessment. Her career has included frontline clinical roles, senior management and education leadership, giving her a practical, end-to-end understanding of how healthcare policy, workforce pressures and clinical realities collide at the point of care, in the community and across the system.

A sought-after presenter in Australia and internationally, Sue focuses on the issues nurses actually face at work — not just what looks good in policy documents. Her areas of interest include leadership without titles, public and population health, professional boundaries, workplace culture and incivility, bullying and moral distress, emergency management, aged care, mental health, advanced life support education, and the long-term psychological impact of caring work. She is particularly passionate about strengthening clinical judgement, professional confidence and practical strategies that protect both patient safety and workforce sustainability.

Sue is known for education that is evidence-based, unapologetically practical and grounded in the lived experience of nursing. Her programs move beyond surface-level wellbeing conversations to explore how organisational design, risk management and workforce policy shape daily practice and long-term career outcomes.

At the heart of her work is a simple belief: nurses and midwives are not just the backbone of healthcare — they are critical decision-makers whose knowledge, judgement and advocacy directly influence patient outcomes and system safety. Sue's goal is to ensure nurses and midwives are supported and professionally empowered to meet the growing complexity of modern healthcare while sustaining long, fulfilling careers.

OUR PRESENTERS CONTINUED

Dr Wendy McIntosh, RGN, RMHN, Grad. Dip MH, MN, Cert IV Workplace Assessment & Training, Group Leadership Cert, MRCNA, MANZCMHN, AANZPA

Establishing her own company Davaar Consultancy Training & Development in 2005, Wendy has over 30 years as a health professional (clinical, education and research), twenty-five of those years in mental health. Areas of specific interest and passion for Wendy include: professional supervision, professional boundaries, professional identity, links between childhood trauma and mental illness and workplace bullying.

Wendy has over 20 years as a psychodrama trainee – a life long learning. She is committed to using experiential learning in the work she does with individuals and groups.

Regularly presenting workshops at national & International conferences, Wendy consistently receives feedback on her passion, knowledge and creativity as a presenter & facilitator. Wendy is continually integrating learning and insights she gains from the work she does in professional boundaries.

Wendy has developed internet training tools and education packages for individuals / organisations and delivers webinars for a variety of organisations nationally and internationally. With the assistance of six podcast episodes titled 'Professional Boundaries', Wendy is exploring and guiding listeners on their own personal and reflective journey through boundaries.

This series of professional boundaries podcasts has been picked up by the School of Health and Social Care, Edinburgh Napier University to be used in their curriculum. Further podcasts are currently in production.

Wendy was Charter President of the Global Nurses & Midwives Rotary Club. An innovative, diverse and inclusive Rotary Club whose members come from around the world.

> "*"Dr. Wendy McIntosh is an exceptional presenter whose expertise, passion, and creativity make her a standout in the field of trauma-informed care and professional boundaries. Wendy brings a wealth of knowledge and insight to her sessions. She deserves an extremely high rating. Her dedication to lifelong learning, innovative teaching methods, and profound understanding of trauma-informed care make her an invaluable resource for healthcare professionals."*" - Leanne, Trauma-informed Care Across the Lifespan

OUR CONVENOR

Jason Dawson

Jason is from the Gold Coast, Queensland. Whilst studying for his Bachelor of Nursing at Southern Cross University, he developed an interest in mental health and has worked in this field of nursing for many years since completing his studies in 2008. During this time, Jason has undertaken varied roles, including Acute Inpatient Nursing, Community Nursing, clinical facilitating and Nurse Unit Manager positions.

In 2012, Jason combined his passion for nursing with his love of travel and founded CPD Cruise Pty Ltd with the view to providing Nurses, Midwives, Allied Health Professionals and Teachers/Educators the opportunity to update and improve their skills in diverse and unique locations.

REGISTRATION COSTS

Contact the Team at Education at Sea for a personalised quote.

General Registration: $1390.00 (NB: Registration cost doesn't include travel, accommodation, or travel insurance.)

Non-practising Nurse: $290.00

We've realised that many past customers still want to travel with us. We have created a customer classification called Non-Practising Nurse.

It is for Retired Nurses who want to travel with our group but no longer need CPD hours. They like to travel with like-minded people, people who get them because they have had similar experiences, and there is a shared connection that creates friendships quickly. Also, travelling as part of a group provides an extra level of support and safety.

The non-practicing registration is only available for our cruise conferences, as the study tours are all-inclusive.

INCLUSIONS

General registration includes:

- A comprehensive conference program based on current best practice and meets the same exacting standards as anything offered in an Australian land-based program
- Access to experienced presenters eager to share their skills, knowledge, and passion with attendees
- Welcome function with drinks (travelling companions welcome)
- Farewell function with drinks (travelling companions welcome)
- Conference pack including a bag, pen, and lanyard (plus lanyards for guests) (this is important on a cruise ship to attach your room key, which becomes your lifeline on a ship) and additional information to support a fantastic conference experience
- Access to an online conference library with educational content, allowing you to complete pre-conference learning activities and tailor your own learning experience
- A conference transcript outlining each session, including session synopses and presenter details
- The opportunity to meet as a group in various conference open forums, in one of the many fabulous locations on the ship
- A Certificate of Completion for you to include in your CPD Portfolio

Non-practising nurse registration includes:

- Inclusion in the Education at Sea / Nurses for Nurses travel group
- Welcome drinks on the first night at the registration function for you and your travelling companion
- Conference pack including a bag, pen, and lanyard (plus lanyards for guests)
- Access to any networking events held onboard
- Opportunity to book shore tours, including hospital visits
- Ability to attend a maximum of five conference sessions that pique your interest – you may not need CPD points, but you could still be interested in various health related topics
- Farewell function on the final night for you and your travelling companion
- Subscription to newsletters to stay informed about future travel events

Additional Information:

- There is no additional charge for your travelling companion

INSURANCE

The Nurses for Nurses Network and Education at Sea strongly recommends customers take out travel insurance at the time of registration for an event to cover any unforeseen circumstances that may prevent them attending and thus incurring any financial loss.

VENUE

Carnival Splendor

Carnival Splendor brings a bright, easy-going energy to your South Pacific journey, with plenty of space to unwind between sessions. From lazy sea-day breakfasts to sunsets enjoyed out on deck, the ship blends comfort with a touch of fun. You'll find cosy corners for quiet catch-ups, lively lounges for social moments, and all the classic Carnival touches that make time at sea feel relaxed and effortless. It's the perfect floating home base for learning, connecting and exploring the islands together.

HOW TO DRESS ON A CRUISE SHIP

Most cruise lines offer a casual atmosphere onboard. Casual attire is the norm during the day, and there is no formal dress code at night. However, many passengers choose to change into something slightly less casual for dinner.

At least once per sailing, during which passengers are encouraged to dress up. While you rarely see tuxedos or evening gowns, suits and cocktail dresses are quite common.

Additionally, ships usually host several themed nights, such as White Parties, '70s, or '80s Night, Hawaiian or even Mexican during each sailing. It's a good idea to bring along a few themed items.

NB: Closer to your sail date you will be able to see what the exact theme nights are being held via your cruise companies app.

OFFICE CONTACT

Payments | Receipts | Refunds | Travel Arrangements
Education at Sea | 02 7908 7774
enquries@educationatsea.com.au
BH: Mon – Fri | 1000 - 1700

Program | Online Library | Certificates
The Nurses for Nurses Network | 07 4151 3884
enquiries@nfnn.com.au
BH: Mon – Thu | 0900 - 1500

DISCLAIMER

The opinions and statements of facts expressed in the Papers in these proceedings are those of the Authors and do not necessarily represent those of the Nurses for Nurses Network (NfNN), the editors, the organising committee or the supporters of this Conference. The organisers can accept no responsibility for errors or omissions in the individual papers. Sessions are correct at time of publication. Sessions are subject to change without notice due to circumstances beyond the control of the organisers. NfNN reserves the right to alter charges, cancel, postpone, change or withdraw the product or service at any time.

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CONDENSED ITINERARY

Day 1: 17/05/2027 | Depart Sydney | 1630

1700: We set sail
1800 – 1900: Conference Registration and Welcome

Day 2: 18/05/2027 | Conference Day

0800 – 0900: Racism, Incivility and Harm in Healthcare
0900 – 1000: Exploring Unconscious Bias
1000 – 1030: Break
1030 – 1130: Incivility Isn't Minor: Why 'Low-Level' Disrespect Is High-Risk
1130 – 1230: Differentiating Between Bullying and Rudeness
1230 – 1430: Lunch Break
Afternoon: Self-directed Learning

- Bias, Blind Spots, and Uncomfortable Truths
- When Inequality Becomes Lethal: Racism, Power, and Healthcare in Australia

1800 – 1900: Networking Session

Day 3: 19/05/2027 | Conference Day

Morning: Self-directed Learning

- Beyond the Tick-Box: Trauma, Culture, and What Safe Care Really Requires
- White Medicine, White Ethics: How History Still Shapes Care

1100 – 1230: Lunch Break
1230 – 1330: Racism in Healthcare: Not Just Unfair — Lethal
1330 – 1430: From Bias to Bedside: How Racism Shapes Clinical Decisions
1430 – 1500: Break
1500 – 1600: When Harm Becomes Normal
1600 – 1700: Limbic system arousal and deescalation
1800 – 1900: Networking Session

Day 4: 20/05/2027 | Free Day

Take this time to reflect on conference activities and explore this fabulous ship.
1800 – 1900: Networking session

Day 5: 21/05/2027 | Mystery Island, Vanuatu

0800 – 1700: Explore at your leisure
1800 – 1900: Networking session

Day 6: 22/05/2027 | Noumea, New Caledonia

0800 – 1700: Explore at your leisure
1800 – 1900: Networking session

Day 7: 23/05/2027 | Lifou, New Caledonia

0800 – 1700: Explore at your leisure
1800 – 1900: Networking session

Day 8: 24/05/2027 | Conference Day

0800 – 0900: Professional Obligation, Not Optional
0900 – 1000: Thought you Knew about Professional Boundaries: Think Again
1000 – 1030: Break
1030 – 1130: The Link Between Racism and Reporting Boundary Transgressions
1130 – 1230: Strategies that you can Integrate into Your Practice
1230 – 1430: Lunch Break
Afternoon: Self-directed Learning

- Professional Boundaries: The Standard You're Already Being Held To
- Incivility Isn't Random: Why Unprofessional Behaviour Persists in Acute Care

1800 – 1900: Networking Session

Day 9: 25/05/2027 | Conference Day

Morning: Self-directed Learning

- Beyond Tick-Box DEI: Why One Size Never Fits All
- Race, Power, and the Making of Modern Australia

1100 – 1230: Lunch Break
1230 – 1330: Zero Tolerance Policies that Tolerate Everything
1330 – 1430: What Nurses Can Influence, Even Without Formal Power
1430 – 1500: Break
1500 – 1600: From Insight to Action: What Changes After This Conference
1600 – 1700: Summation and Q&A
1800 – 1900: Farewell Function

Day 10: 26/05/2027 | Arrive Sydney

0630: Disembark – Safe travels!