

The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity

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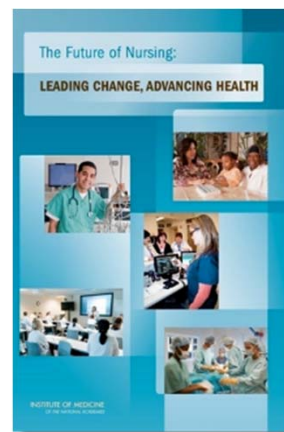


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We've Built Capacity in Nursing!

We've strengthened education, advanced practice, promoted leadership and increased workforce diversity

Goal: Leverage capacity of the nursing workforce to advance health equity



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Nursing Education Successes



Data Source: American Community Survey, Public Use Microdata Sample (PUMS)
*No change between 2011 and 2012

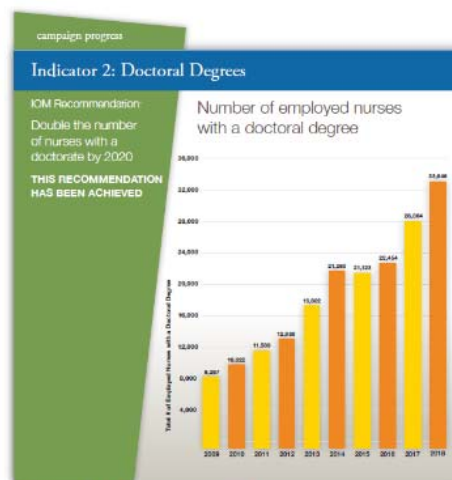
Updated January 26, 2021



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Nursing Education Successes



Data Source: American Community Survey, Public Use Microdata Sample (PUMS)



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The Report

Committee Vision:

The achievement of **health equity** in the United States built on **strengthened nursing capacity** and **expertise**



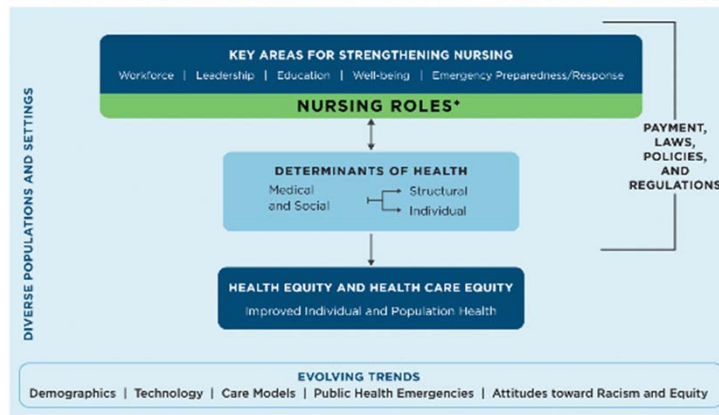
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Conceptual Framework

NURSE'S ROLE IN ADDRESSING HEALTH EQUITY AND HEALTH CARE EQUITY



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*Examples of nursing roles in acute, community, and public health settings include: Care Coordinator, Policy Maker, Clinician, Advocate, Educator, Researcher/Scientist, Administrator, Informaticist



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Health Inequities

Health is influenced by:

- Jobs that pay a living wage
- Safe housing
- Reliable transportation
- Walkable neighborhoods
- Good schools
- Fresh food
- Adequate green spaces



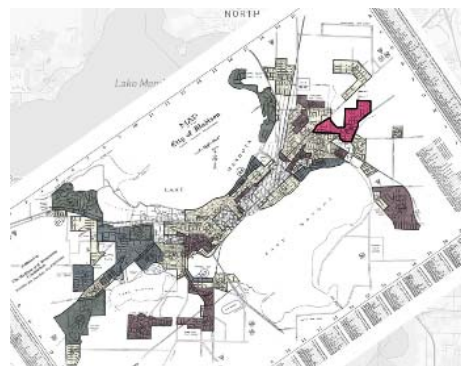
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Inequities and Structural Racism

Root cause of disproportionate COVID deaths: structural racism

- Housing
- Education
- Health care
- Employment
- Public safety
- Criminal justice



A map showing how Madison was redlined in the 1930s

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Source: dsl.Richmond.edu



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COVID-19 and Inequities

- Structural inequities and the stress from experiencing racism lead to poorer physical and mental health
- Blacks and Indigenous people, for example, experience more chronic health conditions sooner, which also puts them at higher risk for COVID



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COVID-19 and Inequities

Being able to protect yourself from COVID depends on your income, access to health care, ability to work from home, and how crowded your house is



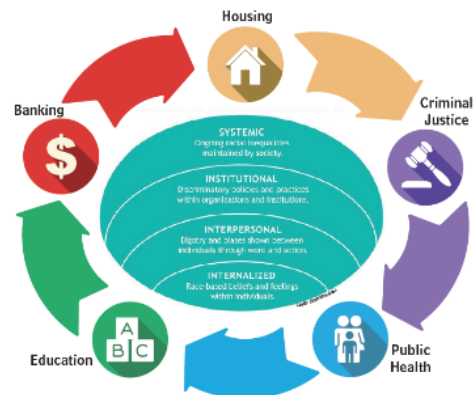
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Dismantle Structural Racism

We must acknowledge, confront and dismantle systems of structural racism, including in nursing



Source: Frank Porter Graham Child Development Institute



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Key Messages and Recommendations



www.nap.edu/nursing2030



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The Report's Key Messages

For our country to advance health equity for all, the systems that educate, pay, and employ nurses need to:

- 1) Permanently remove nurse practice barriers
- 2) Value nurses' contributions
- 3) Prepare nurses to tackle and understand health equity ✓
- 4) Fully support nurses ✓

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Key Message 3: Prepare Nurses to Tackle Health Equity

Nurses will need to be educated to:

- Understand complex factors that affect health
- Care for an aging and diverse population
- Engage in new professional roles
- Adapt to new technologies
- Collaborate with other professions and sectors
- Function in changing policy environment



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Key Message 3: Prepare Nurses to Tackle Health Equity

Address structural racism within nursing

Nursing students and faculty must reflect the diversity of the population and break down barriers of structural racism present in nursing education

Nursing schools should:

- Cultivate an inclusive environment
- Recruit and admit diverse students
- Provide students with support and mentorship
- Ensure that all nurses practice culturally humility and are aware of their biases



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Key Message 3: Prepare Nurses to Tackle Health Equity

“All those involved in nursing education—administrators, faculty, accreditors and students—need to understand that health equity is a core component of nursing”

--2021 NAM Report



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Key Message 3: Prepare Nurses to Tackle Health Equity

Recommendations:

- Nursing schools need to integrate content about the drivers of health, health inequities, and population health concepts throughout the curriculum
- Schools should expand community learning opportunities



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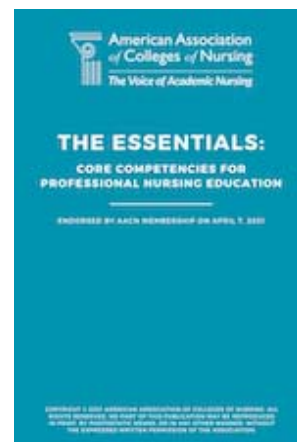


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Alignment with AACN Essentials

- Competency-based expectations for graduates of baccalaureate and graduate nursing programs
- Emphasis on addressing social and economic drivers of health and health equity

Challenge: Implementation at all schools of nursing



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Key Message 3: Prepare Nurses to Tackle Health Equity

Recommendations to diversify the nursing workforce:

1. Take steps to dismantle structural racism in schools of nursing
2. Increase academic progression for geographically and socioeconomically disadvantaged students
3. Recruit diverse faculty and use evidence-based and other trainings to develop health equity skills of current faculty



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Key Message 3: Prepare Nurses to Tackle Health Equity

Recommendations to improve/increase PhD capacity:

1. Increase number of nurses with PhDs who focus on health equity and nurse well-being
2. All PhD graduates should have competencies in use of data on social and economic drivers of health
3. All PhD graduates should be able to design and implement research that addresses equity in education and health



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Key Message 3: Prepare Nurses to Tackle Health Equity

Disasters are devastating for vulnerable communities

Recommendation: AACN, NLN, and OADN should lead transformational change in nursing education to address workforce development in disaster nursing and public health preparedness



Source: American Red Cross

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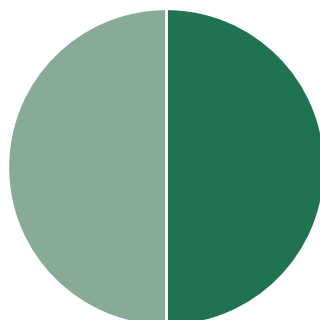


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Key Message 4: Fully Support Nurses

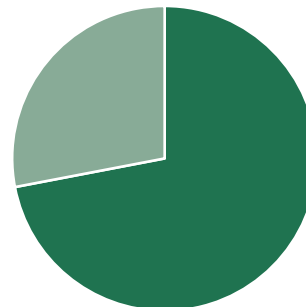
Pandemic has exacerbated nurses' moral distress

Spring 2020



■ Nurses Who Feel Overwhelmed
■ Nurses Who Don't Feel Overwhelmed

Dec-20



■ Nurses Who Feel Exhausted
■ Nurses Who Are Not Exhausted

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Source: ANA Survey of 12,000 nurses



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Key Message 4: Fully Support Nurses

Challenges for educators and students

Pandemic caused:

- faculty to adopt new teaching strategies in short time
- Reliance on simulation-based education
- Difficulties in ensuring adequate hours of instruction, training and clinical practice



Students report feeling stressed out, exhausted and disengaged

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Key Message 4: Fully Support Nurses

Address and eliminate racism in our workplaces. Our workplaces should:

- Reflect the population we serve
- Recruit, retain, mentor, and promote nurses from underrepresented backgrounds
- Advance nurses of color to leadership positions



Everyone should practice cultural humility and be aware of biases

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Key Message 4: Fully Support Nurses

Recommendation: By 2021, nursing education programs, employers, nursing leaders, licensing boards, and **nursing organizations** should initiate the implementation of structures, systems and evidence-based interventions to promote nurses' health and well-being



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Creating a Shared Agenda

Recommendation: In 2021, **all national nursing organizations** should initiate work to develop a shared agenda for addressing the social determinants of health and achieving health equity

- Tri-Council
- Council of Public Health Nursing Organizations
- Federal Nursing Service Council
- National Coalition of Ethnic Minority Nurse Associations

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Answering the Call

“New and established nurse leaders – at all levels and in all settings – are needed to lead change that results in...achieving equity in health and health care”

--2021 NAM Report

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Thank You



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