Nursing: A Pathway to Empowerment for Women
Provider/Disclosure Statement

Sigma Theta Tau International is an accredited provider of continuing nursing education by the American Nurse Credentialing Center Commission on Accreditation.

This activity is eligible for one (1.0) contact hour.

To receive continuing nurse education contact hours, learners must complete the evaluation form and be in attendance.

Conflict of Interest: Authors attest that no relevant financial relationship exists between themselves and any commercial supporting entity which would represent a conflict of interest or commercialize the presentation content.
Your Participation

To open and close your control panel click the orange arrow.

Submit questions and comments via the Questions panel. Please test this feature by entering in what capacity you work in healthcare.

Note: Today’s presentation is being recorded and will be available via the Sigma Repository within a few business days of recording.
Learning Outcome

* 50% of attendees will identify one way women can achieve economic empowerment.
Nursing: A Pathway to Empowerment for Women
Nursing: A Pathway to Empowerment for Women

Strengthening and focusing health systems around primary health care
Commission on the Status of Women (CSW)
Webinar - 23 June 2020

RICHARD RICCIARDI, PHD, RN
PRESIDENT, SIGMA
AGENDA

Discuss what are we doing to advance the nursing profession through the lens of strengthening and focusing health systems around primary health care?
Global Leaders
Sustainable Development Goals and ICN Strategic Priorities

1. Universal Health Coverage
2. Non-communicable Diseases
3. Primary Health Care
4. Human Resources for Health
5. Person Centred Care
6. Patient Safety
7. Antimicrobial resistance
8. Mental Health
9. Immunisation
10. Sustainable Development Goals

1. No Poverty
2. Zero Hunger
3. Good Health and Well-Being
4. Quality Education
5. Gender Equality
6. Clean Water and Sanitation
7. Affordable and Clean Energy
8. Decent Work and Economic Growth
9. Industry, Innovation, and Infrastructure
10. Reduced Inequalities
11. Sustainable Cities and Communities
12. Responsible Consumption and Production
13. Climate Action
14. Life Below Water
15. Life on Land
16. Peace, Justice, and Strong Institutions
17. Partnerships for the Goals
State of the World’s Nursing 2020

Investing in education, jobs and leadership
Primary Healthcare - ICN

PHC is the cornerstone of health systems for every nation on this planet and, thus, equity and access to primary health care services are essential to improving the health and wellbeing of all people.

- https://www.icn.ch/nursing-policy/icn-strategic-priorities/primary-healthcare
Primary Health Care - WHO

Primary health care (PHC) addresses the majority of a person’s health needs throughout their lifetime. This includes physical, mental and social well-being and it is people-centered rather than disease-centered. PHC is a whole-of-society approach that includes health promotion, disease prevention, treatment, rehabilitation and palliative care.

A primary health care approach includes three components:

- Meeting people’s health needs throughout their lives;
- Addressing the broader determinants of health through multisectoral policy and action;
- Empowering individuals, families and communities to take charge of their own health.

- By providing care in the community as well as care through the community, PHC addresses not only individual and family health needs, but also the broader issue of public health and the needs of defined populations.

- https://www.who.int/health-topics/primary-health-care#tab=tab_1
Bridge to the Future – Primary Health Care
We are all Connected
Become Media Intentional

- Build your social media and virtual presence
- Op-Eds
- Make elevator speeches and be prepared to pitch
- Strengthen media knowledge, skills and capabilities
Become Media Intentional

Cultivate the persona and archetype you want to be and represent you across all media venues - subject matter expert, academic/researcher, clinician, health policy advocate

Keep up with local, regional and global world happenings and events
COVID-19
The Time is Now -- Now is Cool
Together, we are Sigma.
International Council of Nurses
Advancing the Nursing Profession

Lisa Little, RN, BNSc, MHS
Board of Directors, International Council of Nurses
2020 Year of the Nurse and Midwife

Howard Catton, ICN CEO, supports the Year of the Nurse 2020 proposal at the 144th session of WHO EB meeting.

Dr Tedros endorses proposal for 2020 to be the Year of the Nurse and Midwife.

#Nurses2020
“Any society with too few health workers is operating with one hand tied behind its back. It simply cannot function the way it needs to.”

- Dr Tedros Adhanom Ghebreyesus
I am pleased to remember that 2020 has been designated International Year of the Nurse and Midwife. Nurses are the most numerous health workers and the most closer to the patients. Let us pray for all of them, that they may do their precious work in the best possible way.

Pope Francis, Angelus, 19 January 2020
2020 Year of the Nurse and Midwife: Major events planned

Letter to heads of state, politicians and religious leaders seeking New Year messages about the Year of the Nurse

State of the World’s Nursing Report April 2020

International Nurses Day – 12 May 2020

ICN / WHO/ICM Triad Meetings May 2020

World Health Assembly – May 2020

ICN APN/NP Conference September 2020

Florence Nightingale Bicentennial October 2020
ICN COVID – 19 Media

January - Message of Support to Nurses in China and Elsewhere

February - ICN CEO updates WHO DG on ICN’s Coronavirus work

Data on infected healthcare workers and access to PPE vital in prevention of the virus

March - World health professionals call on governments to prioritise support for healthcare workers in the front line against coronavirus

Strong NNAs providing vital lead during COVID-19 crisis

Protecting nurses and their colleagues must be the #1 priority

Rising rate in COVID-19 infection amongst health workers requires urgent action
As of 3 June 2020, at least 600 nurses have died from COVID-19.

Notably high numbers in Brazil, the US, Mexico, and the UK

With 500,000 estimated HCW infections, the number of HCW deaths will be in the 000’s. Higher incidence amongst BAME staff.

There is no systematic or standardised reporting of HCW infections, deaths or COVID19 related assaults and even suspected non-cooperation with reporting i.e. Nursing Notes UK
ICN’s analysis

- HCW infection rates vary significant ranging from 1% to 30%.
- On average 7% of all COVID-19 cases are among HCWs.
- Globally there could be in excess of 500,000 HCWs infections.
- Nurses are commonly the occupational group with the highest number of infections.
The nursing workforce is largely female

<table>
<thead>
<tr>
<th>WHO REGION</th>
<th>Number of countries reporting/total</th>
<th>% female</th>
<th>% male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>30/47</td>
<td>76%</td>
<td>24%</td>
</tr>
<tr>
<td>Americas</td>
<td>26/35</td>
<td>87%</td>
<td>13%</td>
</tr>
<tr>
<td>South-East Asia</td>
<td>9/11</td>
<td>89%</td>
<td>11%</td>
</tr>
<tr>
<td>Europe</td>
<td>32/53</td>
<td>89%</td>
<td>11%</td>
</tr>
<tr>
<td>Eastern Mediterranean</td>
<td>11/21</td>
<td>78%</td>
<td>22%</td>
</tr>
<tr>
<td>Western Pacific</td>
<td>24/27</td>
<td>95%</td>
<td>5%</td>
</tr>
<tr>
<td>Global</td>
<td>132/194</td>
<td>89%</td>
<td>11%</td>
</tr>
</tbody>
</table>

Note: "Nursing personnel" includes nursing professionals and nursing associate professionals.
Source: NHWA 2019. Most recent available headcount reported by countries between 2013 and 2018.
Search latest news on COVID-19
Continue to watch this space as we collect information.
The information displayed is that of ICN and our Partners.

ICN works closely with WHO and provides advice for some of their resources
ICN and its NNAs and PARTNERS have a strong link and collaborate to diffuse resources worldwide

All Resources

COVID-19

Nursing Practice

Year of the Nurse & Midwife

30 Mar 2020
WCEA Launches Education Platform for COVID-19 Education
Broad range of Continuing Professional Development (CPD/CE) for nurses, midwives & other cadres available at no cost from WCEA to assist with capacity building for...
TRIAD and NNA Meetings

**TRIAD**
- Impact of COVID-19 on nurses and what can be done
- Use the evidence in the SOWN Report for policy dialogue
- Roadmap to strengthen nursing, health systems and economies
- Next Strategic Directions for Nursing and Midwifery
- Triad Statement

**NNA**
- COVID Stories
- NNA Priorities
- Thank you to ICN for support, tools, resources, etc
ICN Congress 2021

5-9 June 2021
United Arab Emirates
Venue: ADNEC
Thank you
The Global Workforce, Primary Health Care, Universal Health Coverage, the SDGs and Impact on Women’s Empowerment and Economic Development

ELIZABETH MADIGAN, PHD, RN, FAAN, CHIEF EXECUTIVE OFFICER
Sustainable Development Goals

- Apply to every country
- Nursing and health impact each one of the goals
Primary Health Care

From the WHO:

- “Primary health care is a whole-of-society approach to health and well-being centred on the needs and preferences of individuals, families and communities. It addresses the broader determinants of health and focuses on the comprehensive and interrelated aspects of physical, mental and social health and wellbeing.

- It provides whole-person care for health needs throughout the lifespan, not just for a set of specific diseases. Primary health care ensures people receive comprehensive care - ranging from promotion and prevention to treatment, rehabilitation and palliative care - as close as feasible to people’s everyday environment.”

- https://www.who.int/news-room/fact-sheets/detail/primary-health-care
Universal Health Coverage

From the WHO:

“Universal health coverage (UHC) means that all people and communities can use the promotive, preventive, curative, rehabilitative and palliative health services they need, of sufficient quality to be effective, while also ensuring that the use of these services does not expose the user to financial hardship.”

https://www.who.int/health_financing/universal_coverage_definition/en/
Nursing’s Role in the SDGs, UHC and PHC

- Health care happens everywhere in UHC and PHC and nurses are everywhere unlike many other health care professions
  - PHC applies to individuals, families and communities
  - PHC requires whole person, holistic care across the lifespan
- Nurses are educated on all the elements of UHC unlike many other health care professions
  - UHC “promotive, preventive, curative, rehabilitative and palliative health services”
- Because of nursing’s presence throughout the community and with our ability to provide all aspects of UHC, nursing can significantly influence all the SDGs through advocacy and interventions
State of the World’s Nursing Report

Findings:
- Nurses account for 59% of the health sector employees
- Educational programs need to be enhanced in many places; need standards to be attained and additional faculty (aka nurse tutors)
- 53% of reporting countries (n = 78) have advanced practice roles
- One out of every 8 nurses was not educated in the country where they practice—*opportunity for women who wish to migrate*
Why Gender Parity Matters

Triad meeting 2020 Statement from ICN, ICM and WHO

- 9. Deeply-seated gender-based discrimination permeates health systems at all levels and affects the management of the nursing and midwifery workforces...Midwives and nurses also suffer from the social and economic inequalities engrained in the societies in which they work which can negatively affect their health and the health of those for whom they provide care.”

- Commitment/follow up action:

- “9. ...Enable gender-sensitive work environments for women, for example through flexible and manageable working hours that accommodate the changing needs of midwives and nurses as women, and gender-transformative leadership development opportunities. Midwives and nurses should lead efforts to identify and address these gender imbalances in the work environment....”
Why Gender Parity Matters

- By 2030, there is a need for 18 million more health care workers and half of these are nurses.
- Investments in the health care and nursing workforces are critical to achieving UHC and providing PHC, all in the service of attaining the SDGs
- Employment of women in health care contributes to family and community well-being and economic development
- “We know that, when universal health coverage is achieved, poverty will be reduced, jobs will be created, economies will grow, and communities will be protected against disease outbreaks. **But we also know women’s economic opportunities will advance, and their children’s health and development will follow in step.**” Dr. Tedros on International Women’s Day 2018
Social, Political and Economic Empowerment Achieved through Nursing

23 June 2020

Nursing: A Pathway to Empowerment for Women
Pamela F Cipriano, PhD, RN, NEA-BC, FAAN
1st Vice President, ICN
Dean and Sadie Heath Cabaniss Professor, University of Virginia School of Nursing, USA
Empowerment: Key to influence
Social Empowerment: Autonomy and Self Confidence

• Acting individually and collectively to change relationships to ensure equality and gender equity

• “The idea that some lives matter less is the root of all that is wrong with the world.”
  Paul Farmer (physician, anthropologist, writer and advocate for health and human rights)

• Ethical duty to ensure social justice in global health
Nurses Continue to Rate Highest in Honesty, Ethics
Nurses are Key to Universal Health Coverage
Social Empowerment: Fight all forms of oppression and discrimination

- Control of Practice
- Access to Universal Health Coverage
- Care in our Communities
- Social justice

Builds with Educational and Psychological Empowerment
COVID 19 HAS BROUGHT RESPECT WORLDWIDE
SUPER HERO STATUS

Banksy, May 2020
Economic Empowerment
Graph 1: Registered Nurse (RN) average starting salary Hospital and Community, 2006-2016, PPP, IWFF

Graph 2: Registered Nurse (RN) average starting salary Hospital & Community, 2006-2016, PPP, AWFF
Graph 5: Average comparative salaries per profession, 2006-2016, IWFF

Graph 6: Average comparative starting salaries per profession, 2006-2016, AWFF
Political Empowerment

World Health Assembly

International Platform on Health Worker Mobility, WHO, ILO, OECD
In partnership with ICN, ICNM, CGFNS
Advocating for a Government Chief Nurse
Raising Nurses’ Voices and Influence
Political Empowerment

- Closing the gaps in health equity and healthcare access
- Influencing national policy for nursing and health care
- Leadership in boardrooms
- Strengthening nursing
Nursing: Pathway to Empowerment for Women!

https://womendeliver.org/our-advocacy/
The Gambian Child

First Born
✓ Responsibility
✓ Expectation

My Parents
✓ Role model
✓ Supportive
Coming to the United States

Chasing a prosperity future

❖ Sacrifices
❖ Reconnection
❖ Opportunity

Adaptation to a new environment

❖ Challenges
❖ Exploration
Perspective vs Reality

My Expectation to Continue College

- Credits transfer
- Continuing education

The Reality of Nursing School

- Reject of foreign nursing credits
- Acceptance in nursing school
My Journey to Nursing

College Advisement

Determination

Hard work
Life as a Nursing Student

Financial burden

- Low Income student

Honor Student

- Dean list, president’s list
- Delta Zeta Chapter of Sigma Theta Tau International Honor Society of Nursing
- Tau Sigma Honor Society
Empowerment

Mentorship

- College freshman
- After-school elementary students

Service Learning and Volunteerism

- Nicaragua and Peru
- Community

Service

- Vice president of African Nursing Students Association
Nursing: A Pathway to Empowerment for Women

23 June 2020

Personal stories of global achievement and impact

Ana Quiroga RN, BSN, Neonatal Nursing Specialist
• 44 million inhabitants
• 685,394 live births
• 8.8/1000 Infant mortality rate
• 60% of the infant mortality is neonatal
• **Professional studies**
  
  • RN 1978
  
  • BSN 1983

• Neonatal nurse specialist  2013

**Current work positions**

• Neonatal Nursing Specialist Graduate Program / Director

• National program for the prevention of blindness in childhood due to retinopathy of prematurity/Coordinator

• Iberoamerican Society of Neonatology/ Coordinator nursing chapter
Clinical Experience

• 1978 / 2000
• NICU Pediatric Hospital Ricardo Gutierrez BA City
• NICU (opening) Fundacion Hospitalaria BA City
• NICU (opening) Pediatric Hospital Juan P. Garrahan BA City
• NICU (opening) Private Hospital Trinidad Palermo BA City
Academic Experience

• **1992**: we started courses on neonatal nursing at Austral University
  • Nursing care of high-risk newborn
  • Nursing care of extreme preterm newborn
  • Nursing respiratory and surgical care of newborn

• **2015**
  
  • Post-graduate neonatal nursing specialization career. Accredited by the Ministry of Education
Public Health

• 2003 entered as volunteer in the National program for the prevention of blindness in childhood due to retinopathy of prematurity in the Health Ministry

• Went all over the country in almost all countries in Latin America teaching nurses on primary prevention of this morbidity

• Also participated as speaker in national and international conferences on neonatal nursing (World Rop Conference Shanghai 2012)
Public Health

• 2007 - Maternal Infant Direction of the Ministry of Health offered me a permanent position.
• Since 2007 I covered different positions
  • Coordinator of the Neonatal Care Area (team of doctors and nurses)
  • Technical Assistant of the Director of Maternal Infant Health
  • Coordinator of the National program for the prevention of blindness in childhood due to retinopathy of prematurity
• Temporary advisor of WHO / PAHO
• UNICEF Preterm week
• Christian Blind Mission workshops in Latin America for ROP prevention
• Country representative of COINN
• Started international conferences on neonatal nursing in my country inviting nurses from USA / BA City
• Director of Collaboration programs with universities from abroad, like NYU, Rutgers, Pittsburgh
• Published different articles related to neonatal care in local journals and international like Clinics in Perinatology, Community Eye Health Journal, and for WHO.
Final Remarks

• The advocacy for newborn has been what conducted my professional life
• Strong belief that nurses make a difference
• Interest in Public Health (Trying to reduce inequality in care)
• Impact on infant blindness due to ROP
• Combined clinical expertise with education
• Always accepted profesional challenges
• Convinced that young professionals are our future
Submit your questions and comments via the Questions panel.
Thank you for attending!

We will send you an email in the next 48 hours that will include a link to the webinar recording and the process for completing the evaluation to obtain your continuing nurse education certificate.

Questions? Email us at: education@sigmanursing.org

Sign up for future webinars or view previously recorded webinars at: https://www.sigmanursing.org/learn-grow/education/sigma-webinars