



09.14.2021

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

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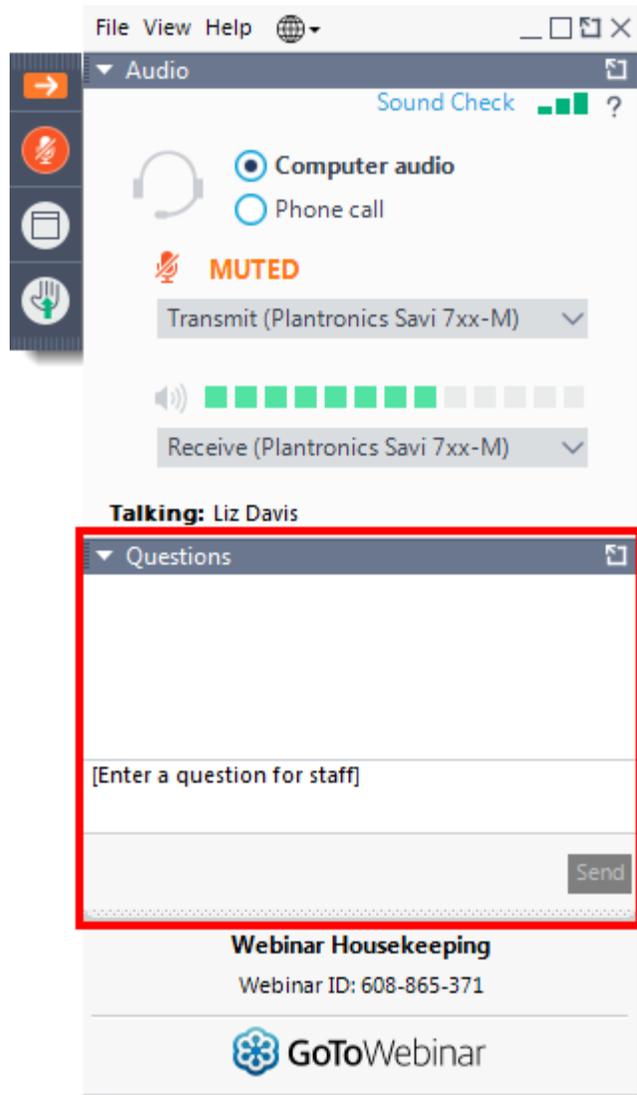


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Your Participation

To open and close your control panel click the orange arrow

Submit questions and comments via the Questions panel.

Note: Today's presentation is being recorded and will be available on the Sigma Repository in 48 hours.

Learning Outcomes

1. Identify the four key takeaways of the National Academy of Medicine report, *The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity*
2. Explain why it is necessary to adequately acknowledge, confront, and dismantle all systems of structural racism – including within nursing – to advance health equity
3. Describe two actions that you can take to advance the report recommendations

The Pandemic's Toll

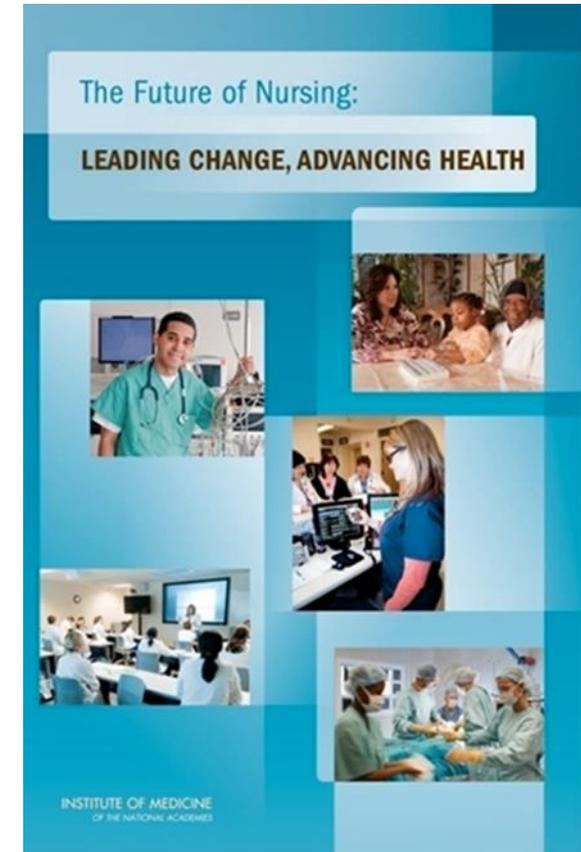
“COVID has served as an inflection point for giving nurses’ well-being the attention it deserves”

-- *The Future of Nursing 2020-2030*



We've Built Capacity in Nursing!

- We've strengthened education, advanced practice, promoted leadership and increased workforce diversity
- **Goal: Leverage the capacity of the nursing workforce to advance health equity**



The U.S. Ranks Poorly Among Other High-Income Nations

Health Care System Performance Rankings

	AUS	CAN	FRA	GER	NETH	NZ	NOR	SWE	SWIZ	UK	US
OVERALL RANKING	3	10	8	5	2	6	1	7	9	4	11
Access to Care	8	9	7	3	1	5	2	6	10	4	11
Care Process	6	4	10	9	3	1	8	11	7	5	2
Administrative Efficiency	2	7	6	9	8	3	1	5	10	4	11
Equity	1	10	7	2	5	9	8	6	3	4	11
Health Care Outcomes	1	10	6	7	4	8	2	5	3	9	11

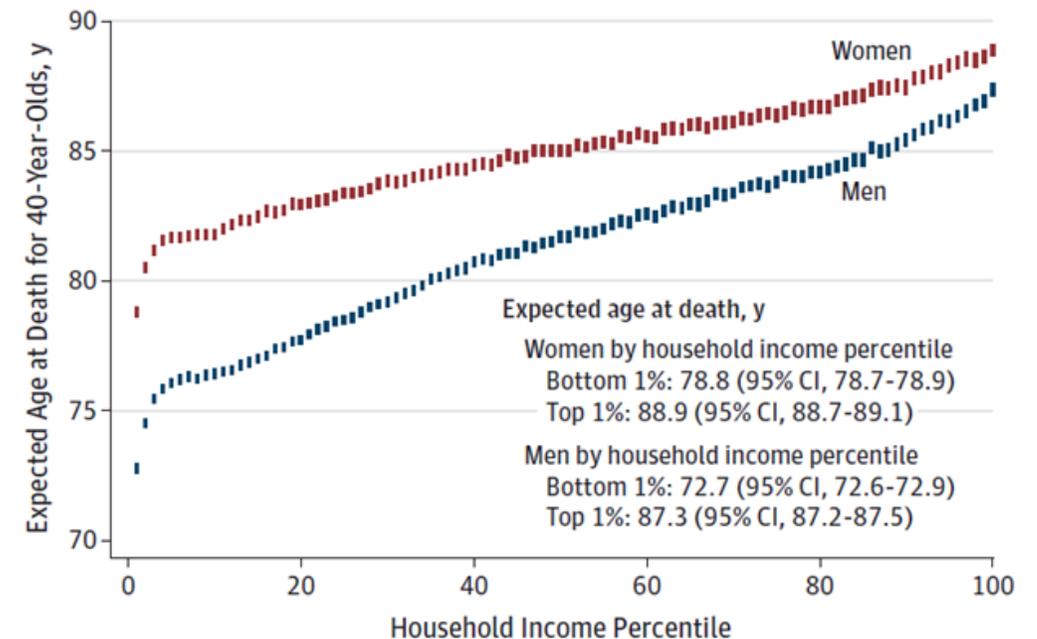
Data: Commonwealth Fund analysis.

Source: Eric C. Schneider et al., *Mirror, Mirror 2021 – Reflecting Poorly: Health Care in the U.S. Compared to Other High-Income Countries* (Commonwealth Fund, Aug. 2021). <https://doi.org/10.26099/01DV-H208>

Association Between Income and Life Expectancy in the United States

With respect to life expectancy, the expected age at death among 40-year-olds is lowest for individuals with the lowest household income and increases as household income rises. Notably this is a continuous gradient.

-Escarce 2019; reproduced from Chetty et al., 2016.



The Report

Committee Vision:

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



“A significant investment in broader and deeper development of nurse leaders will be needed”

--NAM Report

Health Inequities

Health is influenced by:

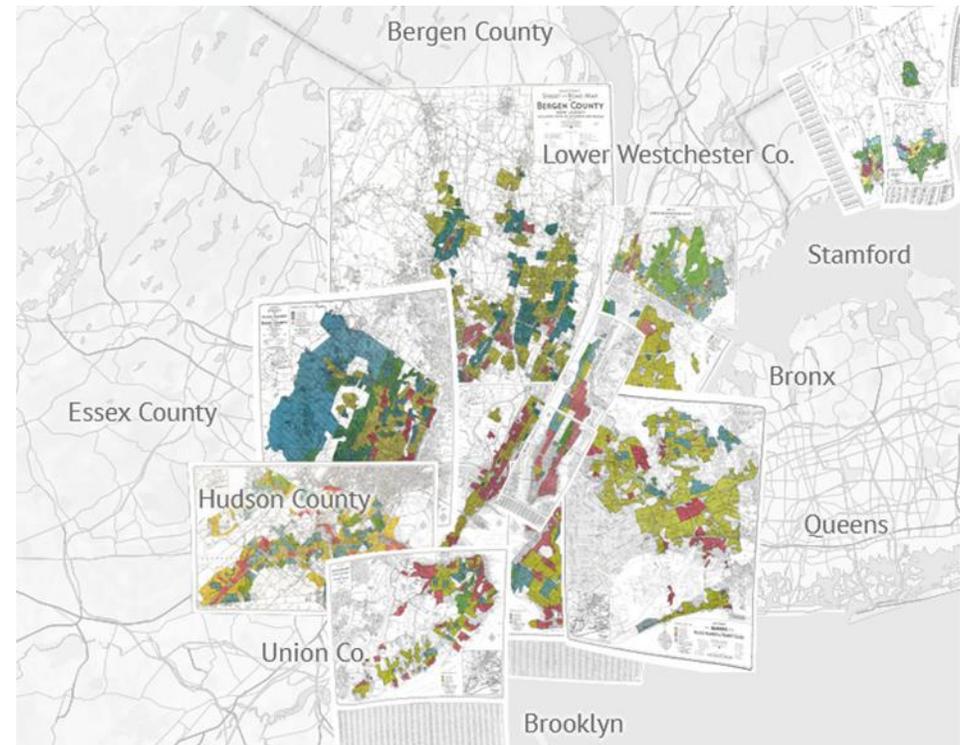
- Jobs that pay a living wage
- Safe housing
- Reliable transportation
- Walkable neighborhoods
- Good schools
- Fresh food
- Adequate green spaces



Inequities and Structural Racism

Root cause of disproportionate COVID deaths: structural racism

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



COVID-19 and Inequities

- These structural inequities and the stress from experiencing racism lead to poorer physical and mental health
- Black and Indigenous people experience more chronic health conditions sooner, putting them at higher risk for COVID



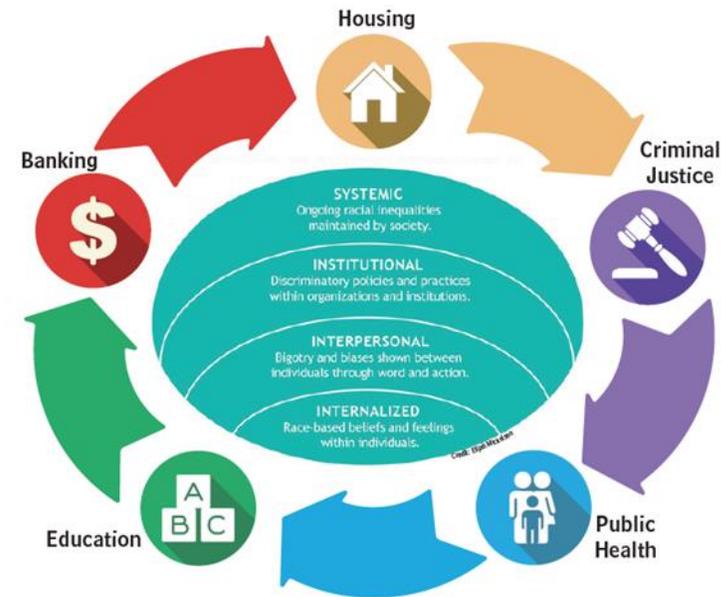
COVID-19 and Inequities

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



Dismantle Structural Racism

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



Source: Frank Porter Graham Child Development Institute

Key Takeaways and Recommendations



www.nap.edu/nursing2030

Takeaway 1: Permanently Remove Nurse Practice Barriers

Nurses can bridge gap in providing high-quality, accessible care:

- More likely to practice in primary care and work in urban and rural areas
- Expand maternal and pediatric care, mental health care, and telehealth
- Manage and coordinate team-based care



Takeaway 1: Permanently Remove Nurse Practice Barriers

Recommendation:

All organizations, including state and federal entities and employing organizations, should enable ALL nurses to practice to the full extent of their education and training by removing:

- Regulatory and public and private payment limitations
- Restrictive policies and practices



Takeaway 2: Value Nurses' Contributions

Payment systems do not explicitly value nurses' care contributions:

- Current system rewards volume and treating illness – not prevention, health promotion, primary care and community/public health
- Nurses' roles in transitional care, care management and care coordination not captured

Recommendation: Payers and public health agencies should establish sustainable and flexible payment mechanisms to support nurses in health care and public health, including school nurses, in advancing health equity

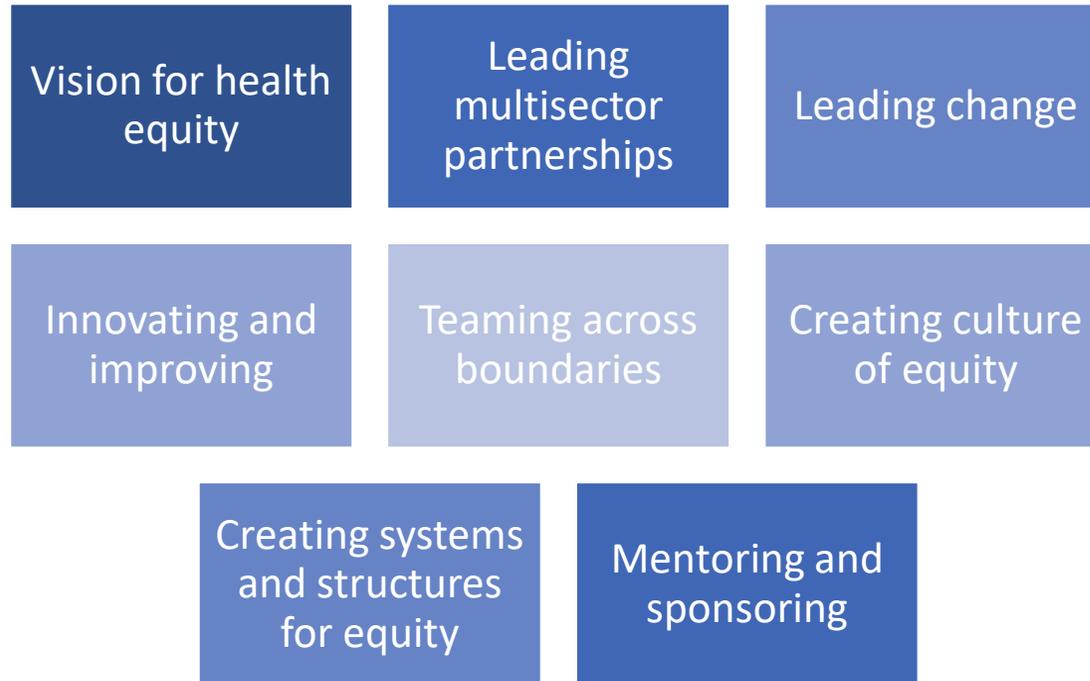
Takeaway 3: Prepare Nurses to Tackle Health Equity

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



Takeaway 3: Prepare Nurses to Tackle Health Equity



Takeaway 3: Prepare Nurses to Tackle Health Equity

Address systemic 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



Takeaway 3: Prepare Nurses to Tackle Health Equity

Recommendations

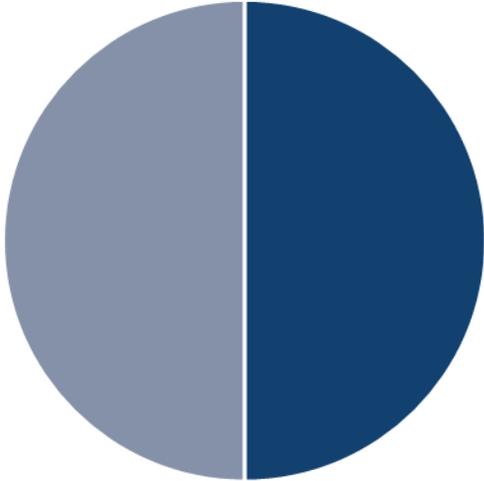
- Nursing schools need to integrate content about the drivers of health, health inequities, and population health concepts throughout the curriculum
- Schools should expand community learning opportunities
- Increase number of PhDs focused on health equity



Takeaway 4: Fully Support Nurses

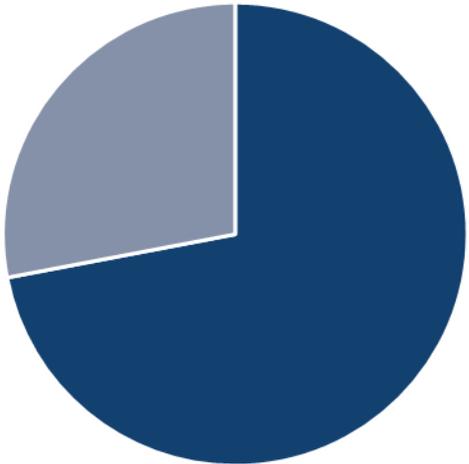
Pandemic has exacerbated nurses' moral distress:

Spring 2020



- Nurses Who Feel Overwhelmed
- Nurses Who Don't Feel Overwhelmed

Dec-20



- Nurses Who Feel Exhausted
- Nurses Who Are Not Exhausted

Source: American Nurses Foundation Survey of 12,000 nurses

Takeaway 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



Takeaway 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



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

Getting Involved: Nurse Educators

- Acquire knowledge, skills and competencies to prepare students to advance health equity
- Develop action-oriented strategies and initiate dialogues about racism and health inequities in classrooms
- Mentor and sponsor students, especially those from underrepresented communities



Getting Involved: Nurses and Students

- Model behaviors that promote a culture of diversity, equity and inclusion
- Get involved in advocacy
- Understand how drivers of health affect you and be aware of implicit biases that affect how you serve others
- Invest in your own physical and mental health
- Identify and disseminate best practices to ensure equitable health care services



Getting Involved: Nurse Leaders

- Provide sufficient resources to enable nurses to provide high-quality care
- Establish a culture of physical and psychological safety
- Prioritize and invest in programs promoting nurse well-being
- Strengthen policies to reduce stigma associated with mental health treatment



Getting Involved: Nurse Researchers

A robust evidence base is needed to advance health equity

- Proposing, evaluating and scaling evidence-based practice models
- Identifying multisector team approaches
- Adapting evidence-based approaches to diversify the field
- Determining evidence-based education strategies to prepare students to eliminate structural racism and implicit biases
- Improving IT infrastructure to integrate health and social data

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

Thank You

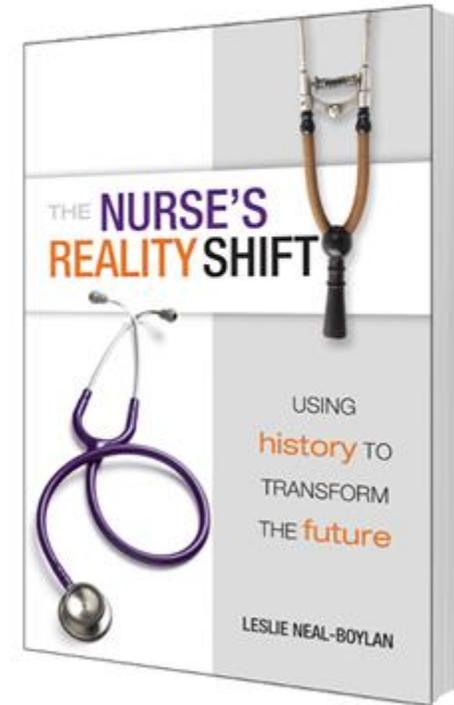
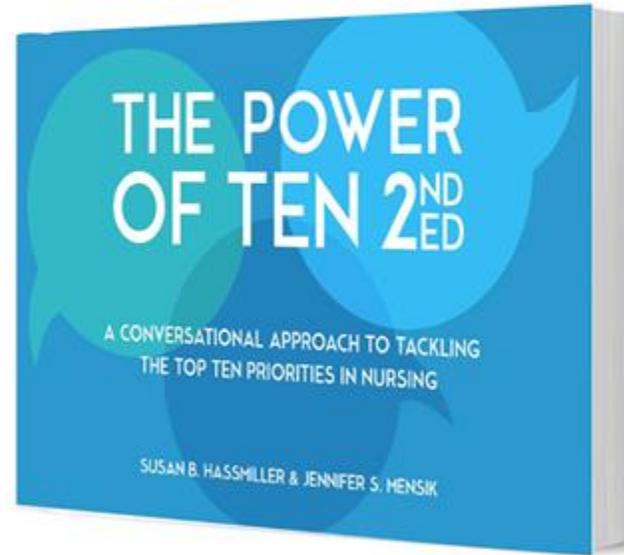


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- Sign up for future webinars or view previously recorded webinars at: <https://www.sigmanursing.org/learn-grow/education/sigma-webinars>

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