

# Everyday Ethics in the 21<sup>st</sup> Century: Creating and Sustaining a Culture of Ethical Practice

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# Objectives

- To discuss the context of healthcare today and the potential ethical challenges that affect us all
- To describe the process & outcomes of the 21<sup>st</sup> Ethics Summit for Nursing
- To discuss your individual ethical challenges in your setting
- To think about ways you, as a leader, can shape the 'ethical climate change' in nursing

# 2015: Maelstrom of Change in Health Care and Nursing

- Chronic care vs. acute care management
- Accelerated care & transitional care models
- Integration of genetics, informatics, global health
- Interprofessional education models to prepare HCP for 'Team-based Care'
- 80% BSN by 2020 (IOM, 2010)
- Information overload
- Clinical information systems – all must understand how to 'manage' information and interpret information to deliver tailored care
- Pay for performance
- Pay for episode of illness not setting
- Need for nurses to be competent in practice across settings

# Assumptions

- Ethical challenges are embedded in everyday practice across settings
- The need to strengthen the ethical foundation of nursing is urgent
- The ANA Code of Ethics is foundational to understanding the ethical landscape for nurses and serves as a guide for change
- Disparities in the human resources, social capital, and financial resources available across the system, which result from resource allocation decisions and waste, rather than from resource scarcity, and contribute to persistent problems in access to care
- Moral distress is a pervasive reality for nurses when they are unable to translate their moral choices into action because barriers prevent them from practicing in accord with their values
- Nurses must define the boundaries of their professional responsibility with inter-professional colleagues in the environments where they practice
- Nurses are ideally situated to lead and contribute to contemporary models of care delivery, policy, research, and education
- Efforts to improve the ethical environment for nurses have direct impact on the quality of care and sustainability of the health care system

# Nursing Ethics Summit, 2014

- Sponsored by the School of Nursing and Berman Institute for Bioethics at Johns Hopkins University
- 50 nurse ethicists
- 2 strategic partners (AAN, STTI, ANA, AONE, etc.)
- 2 ½ days
- Group work in education, research, policy and practice



# Challenges addressed in Summit



# What nurses say keeps them up at night.....

<https://vimeo.com/102039478>

# What keeps *you* up at night?

- Think about the recurring issues you see in your area of “practice”?
- For the next 15 minutes share your ideas with the person to your right and left.
- I will ask for some to share with the group.



# *Blueprint for the Future Report*

[www.bioethicsinstitute.org/nursing-ethics-summit-report/blueprint-for-the-future](http://www.bioethicsinstitute.org/nursing-ethics-summit-report/blueprint-for-the-future)

- *Clinical Practice*: Develop and sustain work environments that support ethical nursing practice
- *Nursing Education*: Promote excellence in nursing ethics education, in order to build a strong and diverse health care workforce to advance the ethical delivery of health care

*Nursing Research*: Develop a research agenda that will lead to a culture of ethical practice in diverse settings that is evidence-based and measurable in terms of outcomes and pragmatic considerations.

*Nursing Policy*: Create an ethical health environment through the development of resources, policies, metrics (outcomes), education, training, and research

# Shaping a Culture of Ethical Practice

- Engaging others in conversations and action plans about how compromising ethical climates reduces care access & quality.
- Examine how we prepare graduates to find and use their voice to identify and address ethical distress in patients and providers.
- Advocate within our professional organizations for policies that support nurses.

# Shaping YOUR Culture: Discussion



# Triple Aim

- Increase Access to Care
- Increase Quality of Care
- Decrease Cost of Care





# What does it take? Leaders (Yes, You!!)

- Embrace difficult, and frequently unknowable, questions.
- Embrace risk & intentional dialogue
- Are focused, purposeful and engaged
- Their presence and not & should NOT be confused with position
- *Must lead 'ethical climate' change*



# Resources

- <http://www.bioethicsinstitute.org/nursing-ethics-summit-report/blueprint-for-the-future>
- American Nurses Association. (2015). Code for Ethics for Nurses with Interpretive Statements . Washington, DC.
- Rushton, C. H., & Broome, M. E. (2015). Safeguarding the Public's Health: Ethical Nursing. *Hastings Center Report*, 45(1).