

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

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Disclosure

Susan B. Hassmiller, PhD, RN, FAAN has no financial relationships with commercial interests to disclose

Learning Objectives

Name three ways that nurses and nurse practitioners can advance health equity.

Describe expanded roles for nurses and nurse practitioners.

Explain a step that can be taken to advance the recommendations from the 2020-2030 future of nursing report from the National Academy of Medicine.

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

Building Capacity: Nursing Practice

The Report

Committee Vision:

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

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 Denver was redlined in the 1930s

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Source: dsl.Richmond.edu

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



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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 and Interpersonal 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 Takeaways and Recommendations



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The Report's Key Takeaways

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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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
- Provide care in school, home, work, and public health settings
- Expand maternal and pediatric care, mental health care, and telehealth
- Manage and coordinate team-based care



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Takeaway 1: Permanently Remove Nurse Practice Barriers

Home health visits expand access and improve equity. NPs can:

- Help patients transition from hospital to home
- Better address patients' non-medical needs
- Decrease social isolation



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Takeaway 2: Permanently Remove Nurse Practice Barriers

Telehealth use by NPs can expand access and improve equity

Mississippi Diabetes Telehealth Network:

- NPs provide daily health sessions and remote monitoring
- Program successfully helps patients manage diabetes



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Takeaway 1: Permanently Remove Nurse Practice Barriers

School-based health centers run by NPs can expand access and improve equity

Vine School Health Center:

Provides onsite and telehealth services

- Staff assist families with non-medical needs
- Services have avoided more than 2,500 ER visits, saving \$375,000 per year



Source: Vine School Health Center

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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



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Takeaway 1: Permanently Remove Nurse Practice Barriers

- Multiple governors issued executive orders expanding scope of practice for NPs during pandemic
- These changes expanded care for millions of people
- They should be permanent



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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

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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



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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



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Takeaway 3: Prepare Nurses to Tackle Health Equity

Recommendations:

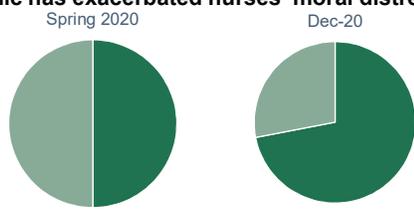
- Nursing schools need to integrate content about the drivers of health, health inequities, and population health concepts throughout the curriculum
- Schools should expand community learning opportunities



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Takeaway 4: Fully Support Nurses

Pandemic has exacerbated nurses' moral distress



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Source: American Nurses Foundation Survey of 12,000 nurses

Takeaway 4: Fully Support Nurses

The pandemic has been devastating for nurses

- Caring for multiple critically ill patients at once
- Staying with patients so they don't die alone
- Putting their own lives at risk (initial lack of PPE)
- Rapidly adapting to care for COVID-19 patients during surges
- Seeing more patients and colleagues with mental health needs



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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

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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



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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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Getting Involved: NPs

- 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



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Getting Involved: Nurse Leaders

- Identify and address individual- and community-level needs
- Form or join multisector partnerships
- Join boards of community organizations
- Prioritize and invest in programs promoting nurse well-being



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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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