

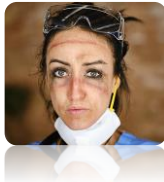
The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity

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SCIENCES • ENGINEERING • MEDICINE*
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 @suehassmiller



We honor the nurses
who are fighting COVID-19
on the front lines



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The NAM Report

Imagines a better future for nursing!

We need a stronger, more diversified workforce that is prepared to:

- Provide care, promote health and well-being
- Address systemic inequities that have fueled wide and persistent health disparities

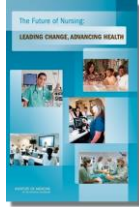


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We've Built Capacity in Nursing!

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

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



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The Challenge

The United States spends more than **\$3.5 trillion** per year on health care while underperforming on **nearly every metric**.

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

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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 areas of Boston were redlined in 1940

Source: [dsl.Richmond.edu](https://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
- Black and Indigenous people experience more chronic health conditions sooner, putting them at higher risk for COVID



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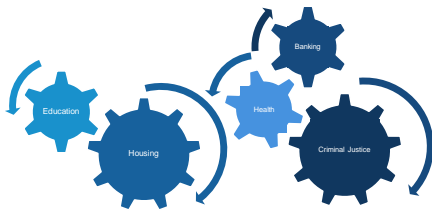
COVID-19 and Inequities

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 Systemic Racism



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Source: Trisha Rose, PhD, Brown University

Key Takeaways and Recommendations



www.nap.edu/nursing2030

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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 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

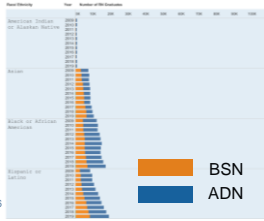
Nursing educators can impact health equity by:

- 1) Integrating the social determinants of health and health equity into nursing education
- 2) Teaching students to communicate and connect with people of different backgrounds and be self-reflective about how their own beliefs and biases affect the care they provide
- 3) Fostering multi-sector collaboration
- 4) Recruiting and retaining students, faculty, and administrators from diverse backgrounds

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Takeaway 3: Prepare Nurses to Tackle Health Equity

Nurses by Degree Type



Need to increase academic progression for geographically and socioeconomically disadvantaged students

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



“We have students who come to us never having had a true, authentic experience with someone who’s unlike themselves. Are we going to allow them to go to four years of nursing school without having that experience?”

*Lovoria Williams, PhD, FNP-BC, FAANP, FAAN
University of Kentucky*

SHIFTNursing.com

Takeaway 3: Prepare Nurses to Tackle Health Equity

Nursing schools should:

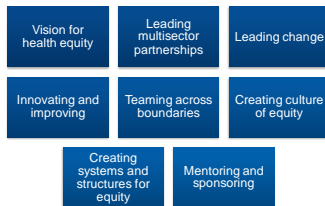
- Cultivate an inclusive environment
- Recruit, admit, and retain students from diverse backgrounds
- Use holistic admissions process
- Provide students with support and mentorship
- Ensure that all nurses practice cultural humility and are aware of their biases



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Takeaway 3: Prepare Nurses to Tackle Health Equity

Skills and competencies needed to advance health equity



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Takeaway 3: Prepare Nurses to Tackle Health Equity

Recommendations:

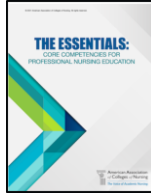
- Nursing schools need to integrate content about the drivers of health, health inequities, and population health concepts throughout the curriculum
- Schools should expand community learning opportunities



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Alignment with AACN *Essentials*

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



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Takeaway 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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Takeaway 3: Prepare Nurses to Tackle Health Equity

Disasters are devastating 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

- Academic service partnerships
- Schools can encourage students and faculty to volunteer with Red Cross

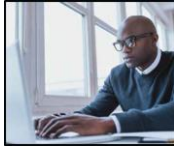


24 <https://www.redcross.org/volunteer> and RedCrossNurses@redcross.org

Takeaway 4: Fully Support Nurses

Pandemic caused:

- Faculty to adopt new teaching strategies quickly
- Reliance on simulation-based education
- Difficulties in ensuring adequate hours of instruction, training and clinical practice
- Mental health crisis



Students report feeling stressed out, exhausted and disengaged

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Takeaway 4: Fully Support Nurses

Schools of Nursing need to give students tools to care for themselves:

- Integrate well-being throughout curriculum
- Align systems, processes, incentives, rewards, and resources to amplify well-being
- Ensure reasonable workload, provide easy-to-access support and mentoring for students, teach self-care and mindfulness skills



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Takeaway 4: Fully Support Nurses

Educational institutions can conduct research on nurse well-being:

- Develop, implement and conduct rigorous evaluations of interventions to prevent compassion fatigue
- Study well-being of nurses outside of clinical care settings, including public health and school nursing
- Investigate the effects of mobile health technologies on nurses' well-being
- Design, implement and rigorously evaluate interventions that build psychological safety among health care teams

27 See complete list on p. 375

Takeaway 4: Fully Support Nurses

Recommendation: 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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Getting Involved: Nursing 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 and clinical settings
- Mentor and sponsor students, especially those from underrepresented communities



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Getting Involved: Administrators

- Create policies to protect students at risk for behavioral health challenges
- Ensure that all students can engage in virtual learning
- Identify and eliminate policies, curricular content, and clinical content that perpetuate racism
- Recruit and put systems in place to support faculty from diverse backgrounds with expertise in health equity
- Develop skills of current faculty
- Build pipeline by collaborating with local public schools



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Let's Advance Health Equity

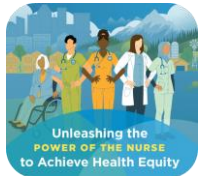
"I have been waiting more than 44 years for this report"



-Martha Dawson, DNP, RN, FACHE, president, National Black Nurses Association

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Thank You



www.nap.edu/nursing2030

<https://campaignforaction.org>

<https://campaignforaction.org/resource/equity-toolkit/>

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