



**NATIONAL
NURSE-LED CARE
CONSORTIUM**
a PHMC affiliate

Nurse-Led Advocacy Learning Collaborative Series

Session 3
May 12, 2022



**NATIONAL
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CONSORTIUM**
a **PHMC** affiliate



The National Nurse-Led Care Consortium (NNCC) is a non-profit membership organization that supports nurse-led care and nurses at the front lines of care.

NNCC, in partnership with the CDC, works to support efforts to build COVID-19 vaccine confidence among nurses and the communities they serve.

Learn more at NurseLedCare.org

ABOUT THE SERIES

- 4-Part Learning Collaborative Series
- Sessions held every other **Thursday from 1:00PM-2:30PM ET**
- **1.5 CEU** will be offered for each session **attended live**. An evaluation will be sent out to attendees following each session, complete the brief questionnaire to receive CEU credit. *Please allow up to 4 weeks for receiving your certificate.*

This project was funded in part by a cooperative agreement with the Centers for Disease Control and Prevention (grant number NU50CK000580). The Centers for Disease Control and Prevention is an agency within the Department of Health and Human Services (HHS). The contents of this resource center do not necessarily represent the policy of CDC or HHS, and should not be considered an endorsement by the Federal Government.

SERIES COMMUNICATIONS

- Session materials – slides, handouts, and any other resources shared during the series will be provided via a good drive shared out following this session.
- Session details will also be posted to our series page.

SCHEDULE

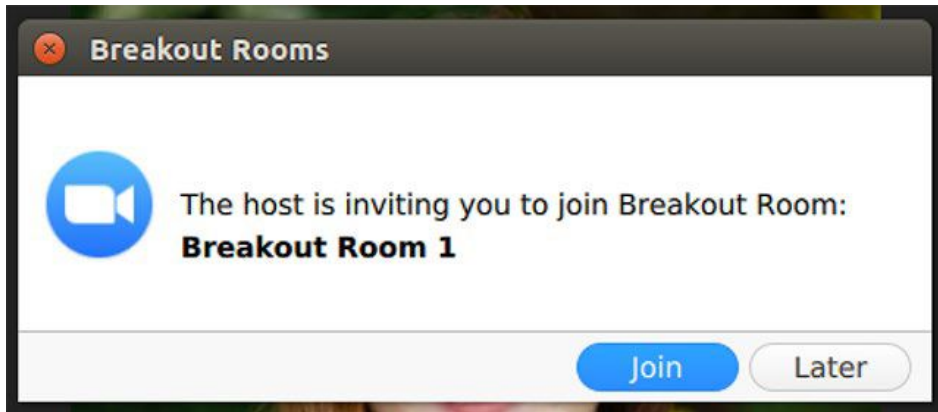
All sessions take place via Zoom. Please use the link provided to you via Zoom once registered.

- **Session 1: April 14** → Nurses' role in policy and the legislative process
- **Session 2: April 28** → Grassroots Advocacy: advocating for patients at the local level and testifying/informing stakeholders
- **Session 3: May 12** → Coalition and network building
- **Session 4: May 26** → Systems Change Through Action

EXPECTATIONS FOR THE SERIES

- To complete the pre-series survey and be willing to participate in post-series surveys.
- We strongly encourage you to attend as many sessions of the series as you are able.
- Through this series, we intend to create a space where we can facilitate supportive conversations and learning across the nurse-advocacy community.

ZOOM ETIQUETTE



Zoom Group Chat

From Me to Everyone:
Hi everyone! We'll be getting started soon.

From Kevin to Everyone:
Great!
Can't wait!

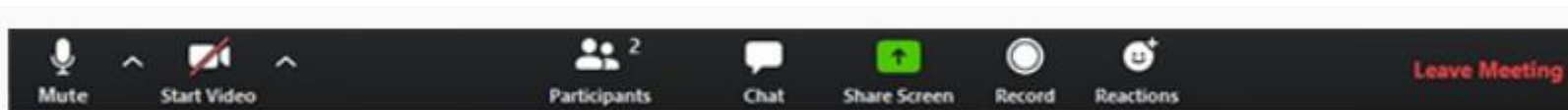
To: Everyone ▾

File ⋮

Type message here...

- 1.
- 2.
- 3.
- 4.

Share your video during breakouts. Snacks and lunch are okay!
Take breaks when you need
Respond and participate to breakout discussions.



AGENDA

- **NNCC Welcome/introduction**
- **Didactic Presentation**
- **Breakout Discussion**
- **Report Back and Q+A**
- **NNCC Wrap-up**

SPEAKER INTRODUCTION

- Current President of the National Coalition of Ethnic Minority Nurse Associations.
- Co-lead for the National Commission to Address Racism in Nursing
- Vice President of Quality Management, at Nevada Health Centers in Las Vegas, Nevada.
- Appointed by Nevada's governor as a member, and first chair, of the Office of Minority Health.
- Founder and past president of the Nevada Black Nurses Association.



Debra Toney

PHd, RN, PAAN

President of the National Coalition of
Ethnic Minority Nurse Associations



NCEMNA

“Coalition Building: Creating networks of support, expertise and resources to move efforts forward”

**Debra A. Toney, PhD, RN, FAAN
President**

National Coalition of Ethnic Minority Nurse Associations



Objectives for the Session

1. Discuss why coalition building and public policy are essential to nursing and nurses
2. Create innovative opportunities to be involved with coalition building for nursing and nurses in healthcare to make strides toward a more diverse and inclusive healthcare system.
3. Develop strategies to actively address racism within nursing education, practice, policy, and research, including addressing issues of leadership and the use of power.



National Coalition of Ethnic Minority Nurse Associations

- **National Black Nurses Association**
- **National Association of Hispanic Nurses**
- **Philippine Nurses Association of American**
- **Asian American/Pacific Islander Nurses Association**
- **National Alaska Native American Indian Nurses Association**

NCEMNA is the only coalition in the United States that represents the diverse needs of one million racial and/or ethnic minority nurses.



NCEMNA is an association of national associations and uses its' partnerships, collaboration, and synergy to lead, inspire, and influence.

NCEMNA strives to work together to realize the member organizations' shared goals and be successful in meeting the challenges of building a healthier community, free of racism, health disparities, and inequities that lead to poor outcomes.



We are a voice for the voiceless, those unheard, and underserved, for the purpose of advocating for policy change, resources, a diverse workforce, and cultural congruency.

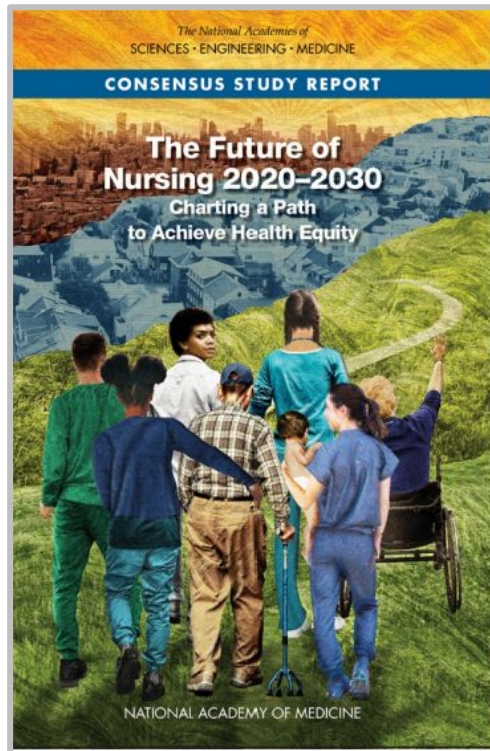
Coalitions advance health equity using collaborative efforts across multisector groups at community, state, and national levels.



Nurses have opportunities to lead initiatives and collaborate with other organizations to address the needs of communities, partner with coalitions for health equity and community engaged research, and advance health equity dialogue in policy arenas.



What is the Role of Coalitions?



National Commission to Address
Racism in Nursing



The Future of Nursing 2020–2030 report identifies coalitions as a driving force for advancing health equity.

All Politics are Local





What Can **You** Do?

Organize

Organize town hall meetings in your community

Get On

Get on the mailing list of Congress Members

Publish In

Publish in their newsletters

Provide

Provide oral and written testimony

Write

Write a letter to the editor, op-ed





DIVERSE POPULATIONS AND SETTINGS

KEY AREAS FOR STRENGTHENING NURSING

Workforce | Leadership | Education | Well-being | Emergency Preparedness/Response

NURSING ROLES*

DETERMINANTS OF HEALTH

Medical
and Social

Structural
Individual

HEALTH EQUITY AND HEALTH CARE EQUITY

Improved Individual and Population Health

PAYMENT,
LAWS,
POLICIES,
AND
REGULATIONS

EVOLVING TRENDS

Demographics | Technology | Care Models | Public Health Emergencies | Attitudes toward Racism and Equity



Quote

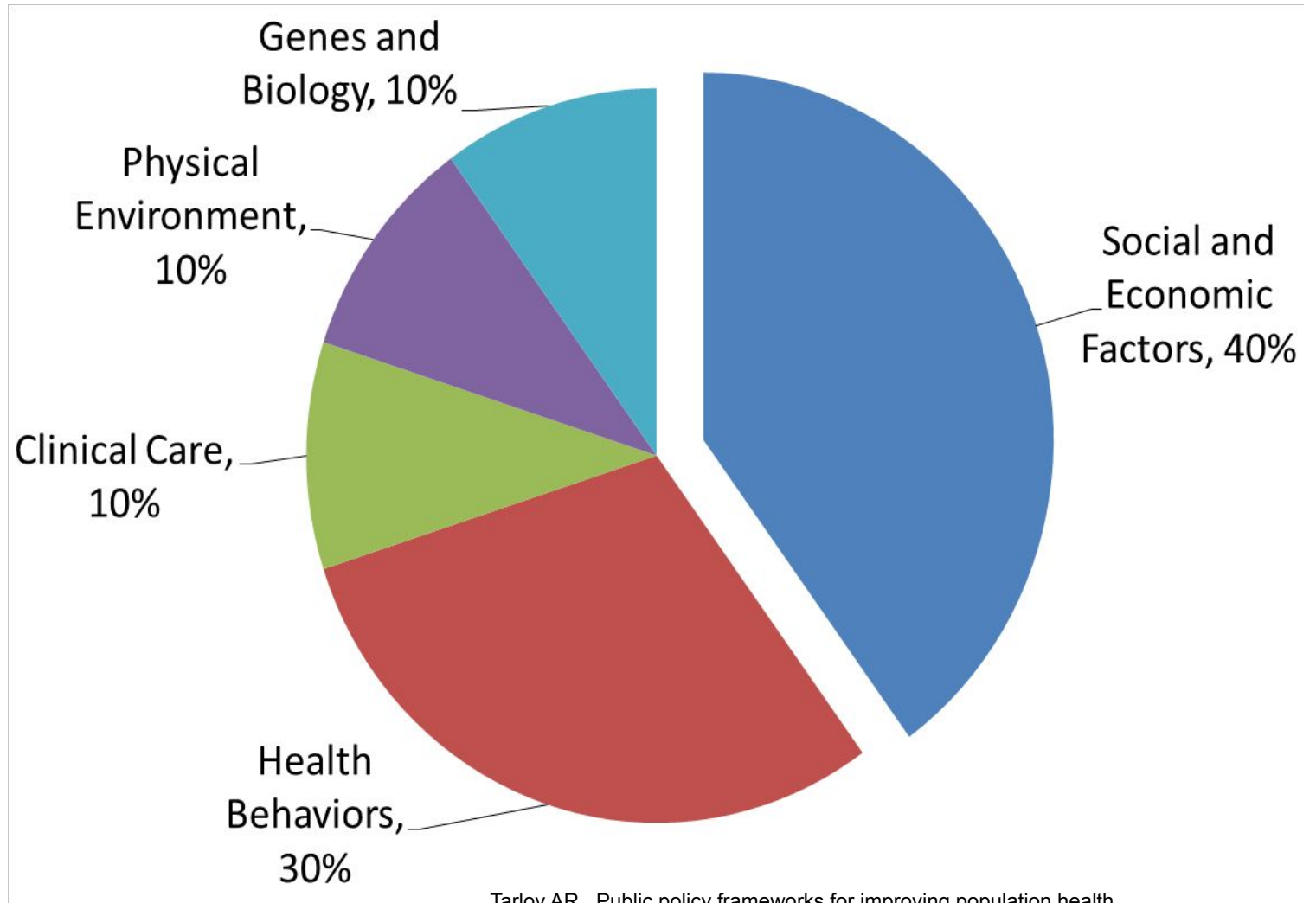
“When you see something that is not right, not just not fair...you have a moral of obligation to say something. To do something, Never ever be afraid to make some noise and get in good necessary trouble.”

-John Lewis, December 2019

Civil Rights Activists and former U. S. Congressional Representative



Factors that determine health



Tarlov AR. Public policy frameworks for improving population health. *Ann N Y Acad Sci* 1999; 896: 281-93.

BACKGROUND

- On January 25, 2021 leading nursing associations launched the National Commission to Address Racism in Nursing
- Work is being led by the American Nurses Association (ANA), National Black Nurses Association (NBNA), National Coalition of Ethnic Minority Nurse Associations (NCEMNA), and National Association of Hispanic Nurses (NAHN)



NCEMNA



ANA

AMERICAN NURSES ASSOCIATION

NBNA

NATIONAL BLACK NURSES ASSOCIATION, INC.



National Commission to Address
Racism in Nursing



Commission Co-Leads



Martha A. Dawson, DNP, MSN, RN, FACHE
Associate Professor
President/CEO
National Black Nurses Association
Education Workgroup Chair



Ernest Grant, PhD, RN, FAAN
President
American Nurses Association
Policy Workgroup Chair



Adrianna Nava, PhD, MPA, MSN, RN
NAHN President, National Association of
Hispanic Nurses (NAHN)



Debra A. Toney, PhD, RN, FAAN
The National Coalition of Ethnic Minority Nurse
Associations President
Practice Workgroup Chair



Daniela Vargas, MSN, MPH, MA
At-Large Co-Lead
Research Workgroup Chair



PARTICIPATING ORGANIZATIONS

- American Academy of Nursing
- Asian American/Pacific Islander Nurses Association
- American Association for Men in Nursing
- Chi Eta Phi
- American Association of Colleges of Nursing
- Minority Fellowship Program at the American Nurses Association
- American Nurses Credentialing Center
- National Alaska/Native American Indian Nurses Association
- National Association of Licensed Practical Nurses
- American Organization for Nursing Leaders
- National League for Nursing
- ANA Eastern Region of Constituent and State Nurses Associations
- Organization for Associate Degree Nursing
- ANA Midwestern Region of Constituent and State Nurses Associations
- Philippine Nurses Association of America
- ANA South-Eastern Region of Constituent and State Nurses Associations
- The Minority Nurse
- ANA Western Region of Constituent and State Nurses Associations



MINORITY NURSE®



**National League
for Nursing**



**National Commission to Address
Racism in Nursing**



VISION & MISSION



VISION: The nursing profession exemplifies inclusivity, diversity, and equity creating an antiracist praxis and environments.

MISSION: Set as the scope and standard of practice that nurses confront and mitigate systemic racism within the nursing profession and address the impact that racism has on nurses and nursing.



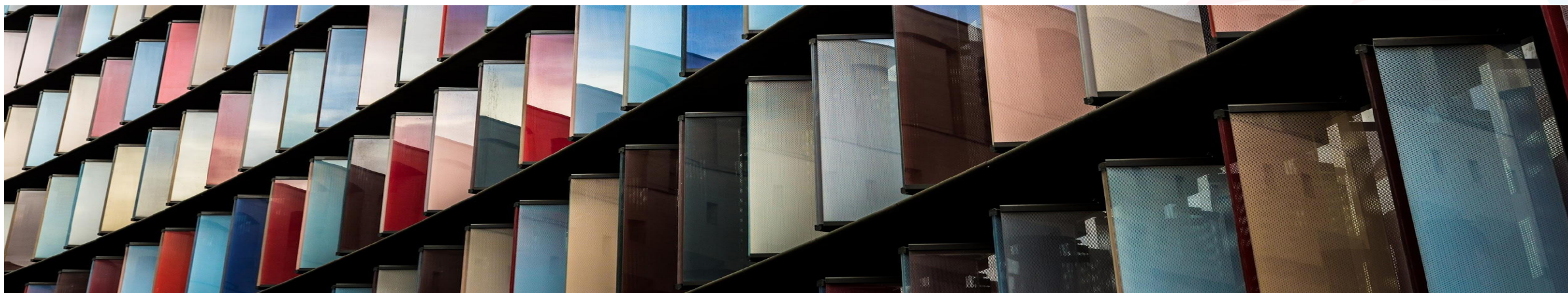
GOALS

- 1) Engage in national discussions with the nursing profession to own, amplify, understand, and change how racism negatively impacts colleagues, patients, families, communities, and the healthcare system.
- 2) Develop strategies to actively address racism within nursing education, practice, policy, and research, including addressing issues of leadership and the use of power.
- 3) Use the *Nursing: Scope and Standards of Practice* as a framework to create a roadmap for action to address racism in nursing.



DEFINITION OF RACISM

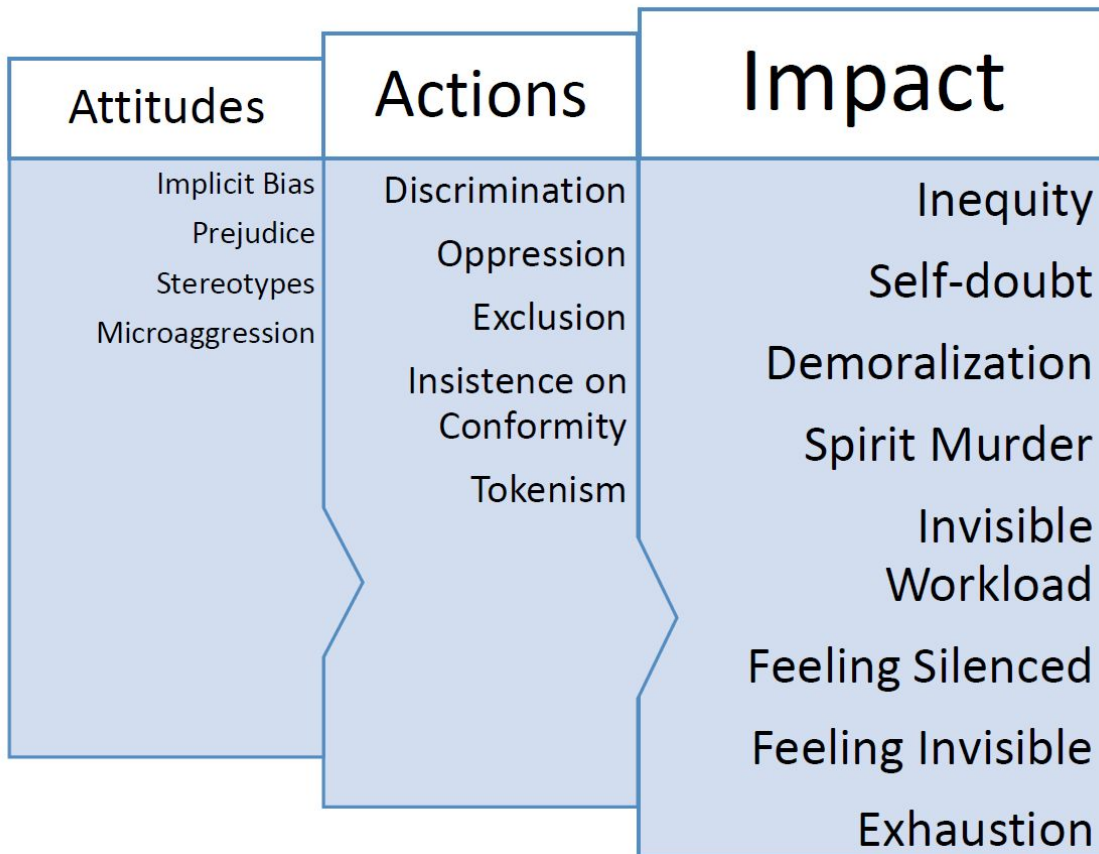
Commission's Definition of Racism: Assaults on the human spirit in the form of actions, biases, prejudices, and an ideology of superiority based on race that persistently causes moral suffering and physical harm of individuals and perpetuates systemic injustices and inequities





LISTENING SESSIONS

Five sessions held between February – April, 2021 to collect nurses' personal stories of racism experienced in their careers



“Nursing is the most racist profession outside of law enforcement.”

“Many Black girls don’t make it through this nursing education program.”

“I have been told people like me never get anywhere.”

“Nursing has not been safe or particularly uplifting.”





LISTENING SESSIONS

“[I] always had a hard time; never easy for me; first Black nurse in multiple departments in the hospital; they never made it easy; I have been told “people like me never get anywhere.” I have staff—both Black and White—who disrespect you; they make fun of you; I looked forward to retirement.”

“Regardless of education, as [for] a nurse of color, the opportunities do not seem to come; clinical skills are always being questioned; ‘nurses eat their young’ is doubled if you are a nurse of color.”

“Why should any Black nurse go back for a PhD or DNP—[when they] will never get hired or promoted even with a DNP or a PhD?”

“If I were to replace my face with a White person’s face, where would my career be?”

[June 2021 Listening Sessions on Racism in Nursing](#)



National Commission to Address
Racism in Nursing



NATIONAL SURVEY TO UNDERSTAND RACISM IN NURSING

Nurses' Personal Experience with Racism in the Workplace



BLACK NURSES



ASIAN NURSES



HISPANIC NURSES



WHITE NURSES

OVER $\frac{3}{4}$ of Black nurses say racism negatively impacts their professional well-being

- Launched in October, 2021
- Over 5,600 respondents from across the nation
- Press release on January 25, 2022

[Survey shows substantial racism in nursing](#)



IMPACT OF RACISM ON HEALTH AND WELL-BEING

“Racism has affected my well-being with having to take a **leave of absence** from a job in 2008 for 4 weeks diagnosis of **severe hypertension**. After 4 weeks off the job denied further pay.”

“I **live in constant fear** that I will be fired or my license will be under threat. So I do my best to follow all rules and protocols and hope that everyday I can go home to my family without a racist person with power in the workplace taking advantage of me.”

“Made me feel **worthless**.... given me anxiety, I no longer apply for higher positions.”

“I have been **called the n word** by multiple patients on multiple occasions. I have been asked to not care for a few patients by the patient themselves because I am black. I have been **called colored by a nurse manager**.”

“The **power in nursing is primarily held by middle-age to old-age white women** who have just recently begun to consider racism in nursing care. There are racist principles that have been carried down through history and never challenged.”

“I have **PTSD** from the way I was treated. I saw a therapist and was prescribed antidepressants.”

Survey shows substantial racism in nursing



National Commission to Address
Racism in Nursing



2022 NATIONAL COMMISSION TO ADDRESS RACISM IN NURSING FOUNDATIONAL REPORT



Outline

Historical context of racism in nursing
Contemporary context of racism in nursing
How racism shows up in four target areas: Education, Policy, Practice and Research

Public Comment

Draft report posted on ANA's website from January 18 – February 14, 2022

Publication

Target publication date is May 6, 2022 in celebration of the anniversary of Mary Eliza Mahoney's birth



OTHER COMMISSION MILESTONES

- **Launch of Commission** January 25, 2021
- **Workgroup formation** Education, Practice, Policy, and Research
- **Virtual Feedback Summit** November 2, 2021
- **Definition of Racism** November 11, 2021
- **Navigate Nursing Webinar** November 16, 2021





COMING IN 2022

- Developing Quick Video series on Anti-racist Behaviors (Q1 2022)
- Project ECHO on Racism in Nursing education series (Q1 and Q3 2022)
- Virtual Forum on Racism in Nursing (Q3 2022)
- Navigate Nursing webinar (Q4)

TOP TEN WAYS TO BE AN ANTIRACIST IN NURSING

- 1. Become story catchers**
Be intentional when hearing about other people's experiences. To hear is to learn and understand, which leads to empathy with the person.
- 2. Be genuine**
Do what you say you will do. Keep your word – if you do not have trust, you cannot be an ally.
- 3. Manage me**
Resist "amygdala hijacking", where generalizations cause you to act out of previous fear and pain, thus letting emotions take control of your reasoning.
- 4. Maximize curiosity. Minimize certainty.**
Ask yourself, "Why am I thinking this about this person?", "Where did this originate from?", and "Do I know what I think I know to be true?"
- 5. Distribute power**
Give voice to, and support with concrete action, those without power. Minimize power plays in promotion, hiring, and patient assignments.
- 6. Preserve the dignity of others**
See the humanity in others. Are you viewing colleagues as a deficit to your team, rather than an asset and why?
- 7. Stop labeling others**
See people as people. Eliminate ideas about superiority, inferiority, and where to place people on a hierarchy.
- 8. Expose unwritten rules**
Examine your systems. Bias cannot be avoided so tweak your systems to overcome it. Pivot to make adjustments based on what is going on in the world.
- 9. Support authenticity**
Allow each person to be their authentic selves. Accept them with their differences. Don't force people to lose their uniqueness.
- 10. Manage perception**
Consider how your decision/policy will impact or affect those not part of the decision process. Don't get caught up in your own intent. The receiver only knows impact of what was done.

National Commission to Address Racism in Nursing



Top Ten Ways to be an Antiracist in Nursing infographic released



Presentation to Membership Assembly
June 2021

Launch of National Commission to Address Racism in Nursing

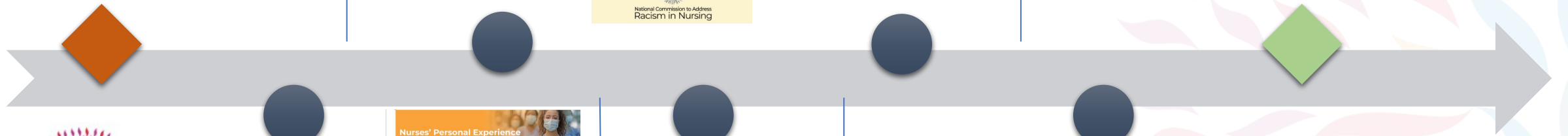
Press release
January 2021

National Racism Survey launched
October 2021

2022 Foundational Report on Racism in Nursing released for public comment
Press release & webpage for National Racism Survey results
January 2022

Public Comment period for Foundational Report
January – February 2022

Where do we go from here?



February - April 2021
Listening Sessions held with report released in June



November 2021
Virtual Summit
Navigate Nursing Webinar
Magnet & Pathways presentations

3/2/22



January 2022
Developed a Commission Communications PPT

"Assaults on the human spirit in the form of **actions**, biases, prejudices, and an ideology of superiority **based on race** that persistently cause moral suffering **and physical harm of individuals** and perpetuate **systemic** injustices and inequities"

November 2021
Commission's definition of racism





OTHER RESOURCES

- [Listening Sessions on Racism in Nursing \(June 2021\)](#)
- [Survey shows substantial racism in nursing \(nursingworld.org\)](#)



Thank You

If you have any questions prior to or following each session, please submit them through this [Google Form](#)

NNCC EVENTS

Session 4: Thursday, May 26, 2022 1:00-2:30 pm ET ***Building Learning Networks***



Ruth McDermott-Levy, PhD, MPH, RN
Associate Professor and Director of the Center for Global and Public
Health at M. Louise Fitzpatrick College of Nursing, Villanova
University

COVID WEBINAR

Nurses are Strong: Changing the Scene of Vaccines

May 13, 2022 at 1:00 EST



**Lacey Eden MS,
FNP-C**

Family Nurse Practitioner

Recognized for her work in
immunization policy

Daisy Nurse Leader Awardee,
NAPNAP Shuren Grassroots
Awardee, CDC Immunization
Champion

NNCC PROGRAMMING AND RESOURCES

- For other training opportunities check out our resource library.

<https://nurseledcare.phmc.org/>

- To keep up with upcoming events and communications follow us on social media **#Nursesmakechange happen**



Nurses make
change happen.

Be a part of history.

This toolkit was created to give nurses the tools to do their part in the national vaccine effort. It is designed to help you decrease vaccine hesitancy and increase vaccination rates in your community.



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