Nurse-Led Advocacy
Learning Collaborative Series

Session 3
May 12, 2022
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.
• 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
• 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.
1. Share your video during breakouts.
2. Snacks and lunch are okay!
3. Take breaks when you need.
4. Respond and participate to breakout discussions.
AGENDA

- NNCC Welcome/introduction
- Didactic Presentation
- Breakout Discussion
- Report Back and Q+A
- NNCC Wrap-up
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.
“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?
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
OVER 4 MILLION REGISTERED NURSES IN THE U.S.
“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

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).
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
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.

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“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.”

June 2021 Listening Sessions on Racism in Nursing
“[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

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

Survey shows substantial racism in nursing
“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
# 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 COMMISION 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
• 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)
Launch of National Commission to Address Racism in Nursing

Press release
January 2021

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

National Racism Survey launched
October 2021

November 2021
Virtual Summit
Navigate Nursing Webinar
Magnet & Pathways presentations

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

3/2/22

Where do we go from here?

Top Ten Ways to be an Antiracist in Nursing infographic released

Presentation to Membership Assembly
June 2021

"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

Project ECHO: Addressing Racism in Nursing

January 2022
Developed a Commission Communications PPT
OTHER RESOURCES

- Listening Sessions on Racism in Nursing (June 2021)
- Survey shows substantial racism in nursing (nursingworld.org)
If you have any questions prior to or following each session, please submit them through this Google Form
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
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 #Nursesmakechangehappen