



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

Advancing Health Equity in Nursing Learning Collaborative Series

Session 1

January 27, 2022



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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 supports comprehensive, community-based primary care and public health nursing through policy and advocacy, program development and management, technical assistance and support, and direct, nurse-led healthcare services.

Learn more at NurseLedCare.org

COVID Vaccine Confidence Project



Q: Can I get the vaccine if I don't have insurance?

A: Yes, Covid-19 vaccines are 100% free in the United States.

- Empower nurses with information to engage care teams and communities about COVID-19 vaccines.
- Provide learning opportunities to share up-to-date guidance, support engagement among nursing colleagues, and strengthen the nursing role.
- Amplify the nursing voice by featuring nurse champions through our podcast and other media outlets.

Learn more at NurseLedCare.org

ABOUT THE SERIES

- Free 4-part learning collaborative series for nurses on advancing health equity.
- Sessions will be held biweekly on **Thursdays 1:00PM-2:00PM ET**
- 1 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. Learn more [here](#).

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.

SPEAKERS



Session 1 and 2: Dr. Angela Richard-Eaglin,
DNP, MSN, FNP-BC, CNE, FAANP
**Associate Dean for Equity at the Yale School of
Nursing and Associate Clinical Professor**



Session 3 and 4: Dr. Sharon Cobb,
PhD, MSN, MPH, RN, PHN
**Director of the RN to Bachelor of Science in Nursing
(RN-BSN) Program & an Assistant Professor in the
Mervyn M. Dymally School of Nursing at Charles R.
Drew University of Medicine and Science**

SERIES COMMUNICATIONS

- Session materials – slides, handouts, and any other resources shared during the series can be found in this [Google Drive Folder](#).
- Session details can be found [here](#).

SCHEDULE

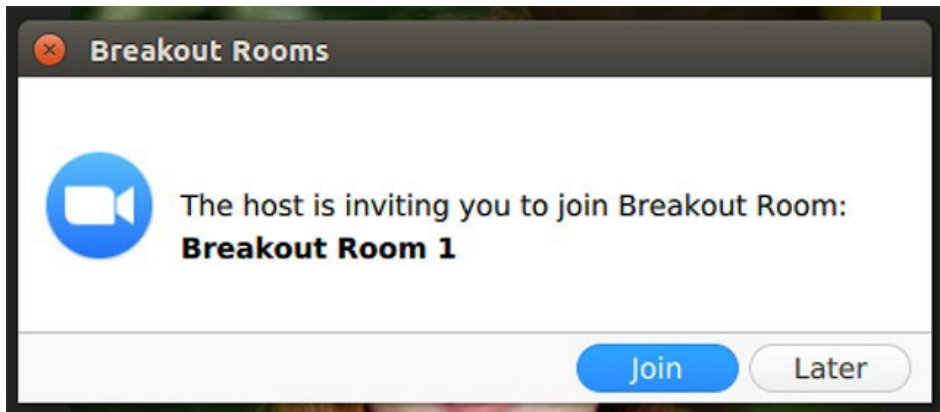
All sessions will take place via Zoom using the same link to access each session.

- **Jan 27th, Session 1:** Erasing the Margins: A Cultural Intelligence (CQ) Approach
- **Feb 10th, Session 2:** Breaking Barriers to Equitable Health
- **Feb 24th, Session 3:** Happiness is a Right: The Linkage Between Health Equity and Mental Wellness among Nurses
- **March 10th, Session 4:** Improving Equity for Transformational Patient-Provider Relationships

EXPECTATIONS FOR THE SERIES

- Participate in each of the four one-hour live learning sessions.
- To complete the pre-series survey and be willing to participate in post-series surveys.
- Through this series, we intend to create a space where we can facilitate supportive conversations and learning across the nursing community.

ZOOM ETIQUETTE



Zoom Group Chat

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

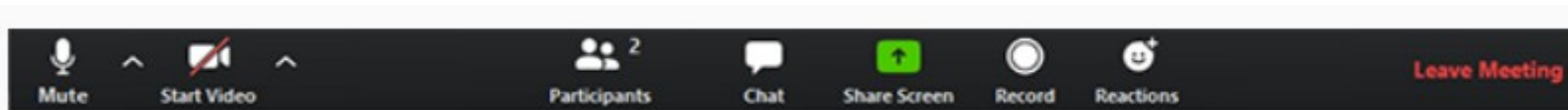
From Kevin to Everyone:
Great!
Can't wait!

To: Everyone ▾

File ...

Type message here...

1. Keep yourself on mute when not speaking.
2. Share your video
3. Snacks and lunch are okay!
4. Take breaks when you need
5. Respond and participate to breakout discussions.



AGENDA

- Check-In (5 minutes)
- Didactic Presentation (30 minutes)
- Break Out Activity (10 minutes)
- Report Out/Discussion (10 minutes)
- Close & Debrief (5 minutes)

SPEAKER INTRODUCTION

- Dr. Richard-Eaglin is the Associate Dean for Equity and Associate Professor at the Yale School of Nursing.
- In her nursing career, she has been a champion for expanding diversity, cultural intelligence and cultural humility in health care organizations.
- She is a Certified Professional Cultural Intelligence (CQ) I&II and Unconscious Bias Facilitator and Coach.
- She is a nationally recognized leader for her allegiance to holistic outcomes using an inclusive excellence framework.



Angela Richard-Eaglin
DNP, MSN, FNP-BC, CNE, FAANP



ERASING THE MARGINS: A CULTURAL INTELLIGENCE (CQ) APPROACH

Angela Richard-eaglin, dnp, msn, fnp-bc, cne, faanp
Associate Dean for equity
Associate professor
Yale school of nursing

Certified professional cultural intelligence I & ii and unconscious bias facilitator and coach



OBJECTIVES

- Critically appraise the impact of marginalization on poor health outcomes for disadvantaged populations
- Analyze application of the CQ framework and humanitarian principles to improve health outcomes for marginalized populations



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WHAT IS MARGINALIZATION?

- Relegation as insignificant and powerless within a society or group (Merriam-webster, 2022)
- Peripheralization of people based on identities, affiliations, experiences, and environment (Hall et al, 1994)

WHAT IS MARGINALIZATION?



“A **spatial** metaphor” (**placement in society**)

“A **process** of social exclusion” (**systematic exclusion**)



“**Relegation** to the fringes of a society, being denied economic, political, and/or symbolic power and pushed towards being ‘outsiders’”

Relegation - **Degradation; Downgrading**

PROPERTIES OF MARGINALIZATION



Original

- Intermediacy
- Differentiation
- Power
- Secrecy
- Reflectiveness
- Voice
- Liminality

PROPERTIES OF MARGINALIZATION

Expanded

- Exteriority
- Constraint
- Eurocentrism
- Economics
- Seduction
- Testimonies
- Hope



Social determinants of health (SDOH)

- “conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks”

Social Determinants of Health



EVIDENCE APPRAISAL: SDOH (1)

Economic Stability

- In the United States, 1 in 10 people live in poverty
- Many people can't afford healthy foods, health care, and housing
- Little to no change over the last several years

Goal:

Help people earn steady incomes that allow them to meet their health needs



EVIDENCE APPRAISAL: SDOH (2)

Education Access and Quality

- Lower educational level = worse health outcomes; decreased life expectancy
- Negative impact on children
- Minimal improvement

Goal:

Increase educational opportunities and help children and adolescents do well in school



EVIDENCE APPRAISAL: SDOH (3)



Health Care Access and Quality

- About 1 in 10 people in the United States don't have health insurance
- **Impact Factors:** No health insurance → ∅ PCP → ∅ health care services (preventive care, screenings, treatment) → ∅ medications → poor health outcomes
- Little to no change over the last several years

Goal:

Increase access to comprehensive, high-quality health care services

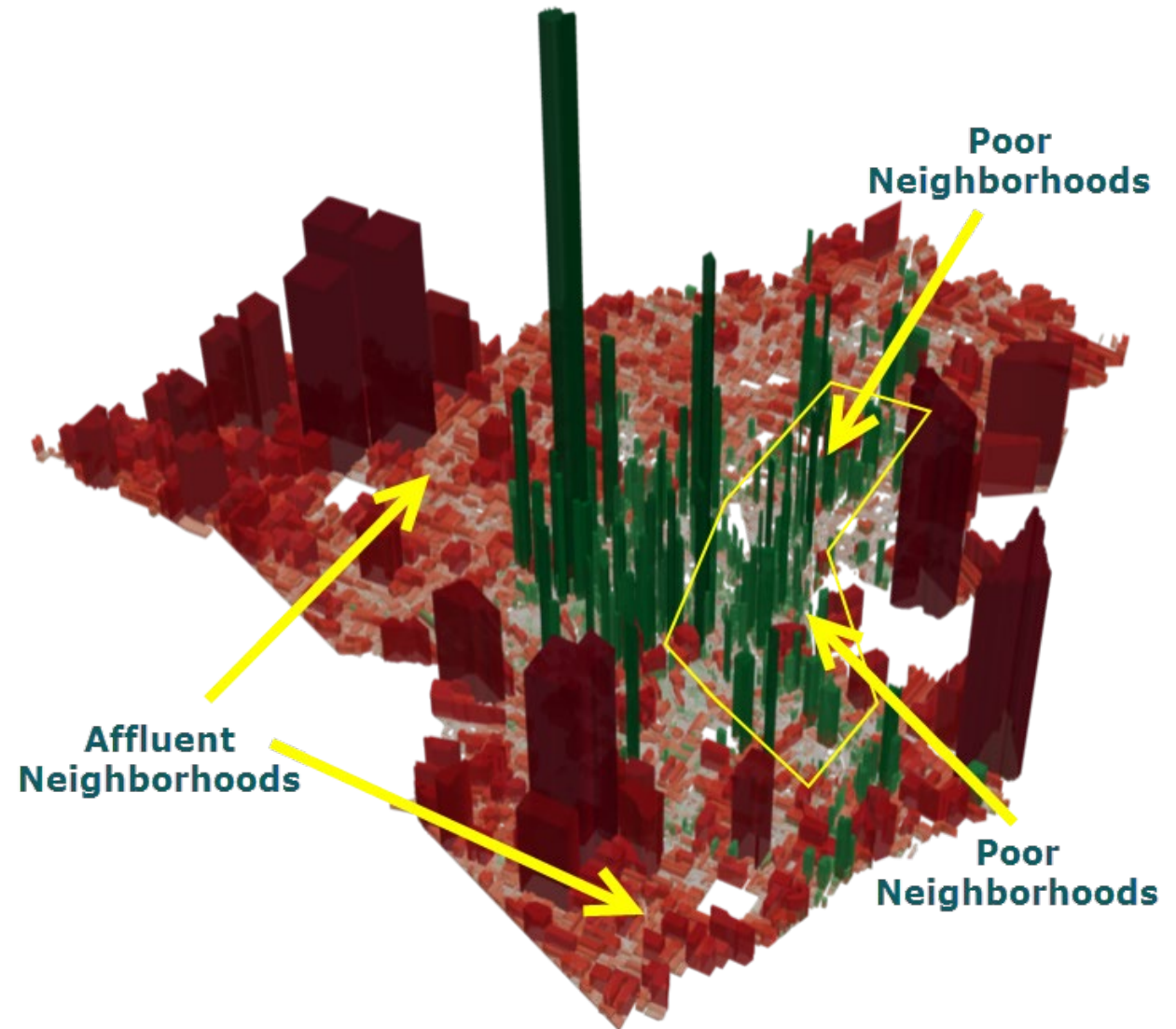
EVIDENCE APPRAISAL: SDOH (4)

Neighborhood and Built Environment

- The neighborhoods people live in significantly impact health and well-being
- **Impact factors:** Racial/ethnic minorities, low income, high rates of violence, unsafe air & water
- Little to no improvements in many areas; several remain at baseline

Goal:

Create neighborhoods and environments that promote health and safety



EVIDENCE APPRAISAL: SDOH (5)

Social and Community Context

- Interpersonal interactions can significantly impact health
- **Impact factors:** Unsafe neighborhoods/housing, discrimination, low income
- Little to no change over the last several years; some issues have worsened

Goal:

Increase social and community support



CENTERING IN THE MARGINS

- Broadmindedness
 - ❖ Global acuity
 - ❖ Multiplicity of norms

- Perspectives
 - ❖ Societal influence
 - ❖ Lived experiences



ERASE THE MARGINS

- Emotional intelligence
- Cultural Intelligence
- Humanitarian Principles



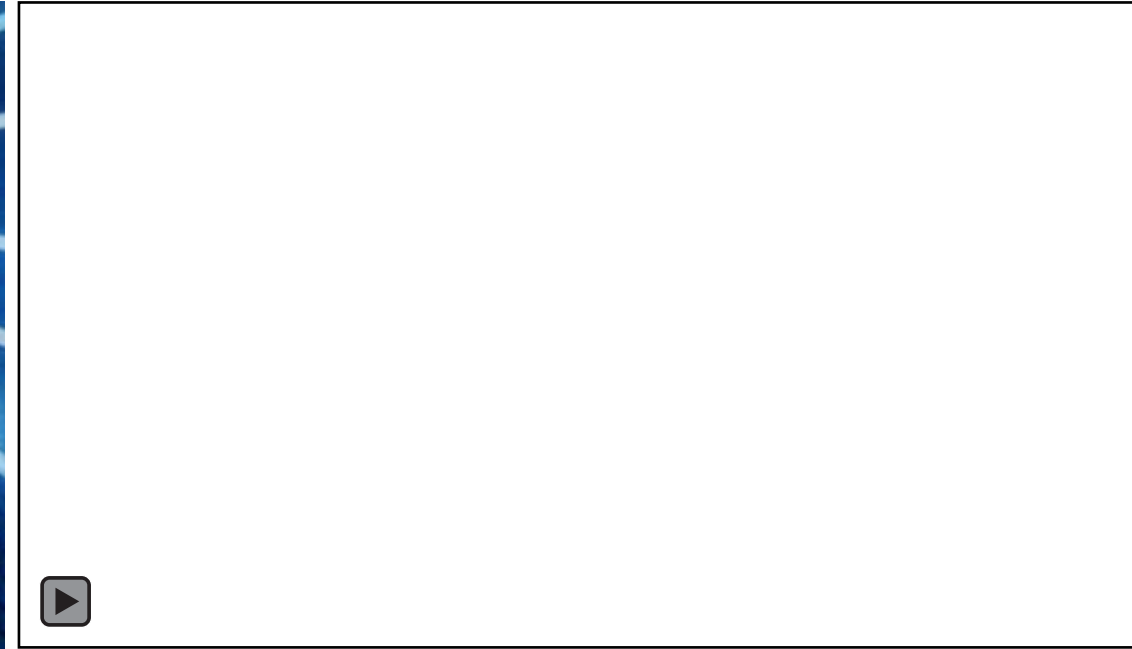
Emotional Intelligence



Cultural Intelligence



CULTURAL INTELLIGENCE



The skill & confidence to work effectively in culturally diverse/cross-cultural situations and settings

A globally recognized and respected evidence-based approach to ways of assessing and improving effectiveness in culturally diverse situations

WHY CQ?

CULTURE, PERSPECTIVE, & DIFFERENCES Matter



CULTURAL INTELLIGENCE FRAMEWORK

Motivation

Interest in and enthusiasm about interacting with people from cultures that are different from one's own

1

Knowledge

Personal understanding of specific multicultural similarities and differences

2

Emotional Intelligence

Strategy

Personal awareness and planning for interactions with people from cultures that are different from one's personal cultural affiliations

3

Action

Adaptability and flexibility during multicultural interactions

4

HUMANITARIAN ETHOS: IMPARTIALITY

PRINCIPLES

- Service
- Sympathy
- Compassion
- Mercy
- Trust
- Respect for HUMAN
life & Dignity



Compassion is an
action word with
no boundaries.

Prince

veganposters.com





Breakout Time



Social Determinants of Health



Choose one of the determinants of health and develop 3-5 action items that could advance the Healthy People 2030 goal for that determinant.

SDOH

ECONOMIC STABILITY

- **GOAL:** HELP PEOPLE EARN STEADY INCOMES THAT ALLOW THEM TO MEET THEIR HEALTH NEEDS

EDUCATION ACCESS AND QUALITY

- **GOAL:** INCREASE EDUCATIONAL OPPORTUNITIES AND HELP CHILDREN AND ADOLESCENTS DO WELL IN SCHOOL

HEALTH CARE ACCESS AND QUALITY

- **GOAL:** INCREASE ACCESS TO COMPREHENSIVE, HIGH-QUALITY HEALTH CARE SERVICES





SDOH

NEIGHBORHOOD AND BUILT ENVIRONMENT

- **GOAL:** CREATE NEIGHBORHOODS AND ENVIRONMENTS THAT PROMOTE HEALTH AND SAFETY

SOCIAL AND COMMUNITY CONTEXT

- **GOAL:** INCREASE SOCIAL AND COMMUNITY SUPPORT

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

NNCC EVENTS

Module 2: Thursday, February 10 , 2022 1:00-2:00 pm ET *Breaking Barriers to Equitable Health.*

COVID WEBINAR

Advancing Health Equity in Nursing 4-Part Series

Starts January 27, 2022
1:00 pm Eastern Time



**Angela Richard-Eaglin,
DNP, MSN, FNP-BC,
CNE, FAANP**

Associate Dean for Equity at
the Yale School of Nursing



**Sharon Cobb, PhD,
MSN, MPH, RN, PHN**

Director of the RN to Bachelor
of Science in Nursing Program
at Charles R. Drew University



NNCC EVENTS AND RESOURCES

- Webinar Series: Responding to the COVID-19 Pandemic through Community Engagement
- Friday, February 11th 1PM ET
- Register [here](#)
- 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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