



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

# Advancing Health Equity in Nursing Learning Collaborative Series

Session 2

*February 10, 2022*



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NURSE-LED CARE  
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](https://NurseLedCare.org)

# ABOUT THE SERIES

- Free 4-part learning collaborative series for nurses on advancing health equity.
- 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](#).
- Session materials (e.g. resources, slides and recordings) will be housed in a google drive folder sent out to registrants via email. For any other details regarding the series you can review the series' [site](#).

*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**

# SCHEDULE

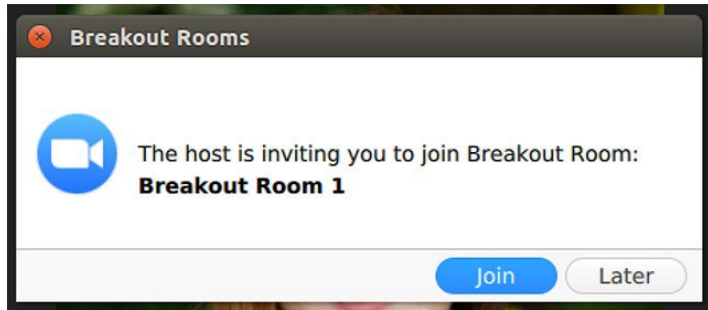
All sessions take place via Zoom using the same link:

- **Feb 10<sup>th</sup>, Session 2:** Breaking Barriers to Equitable Health
- **Feb 24<sup>th</sup>, Session 3:** Happiness is a Right: The Linkage Between Health Equity and Mental Wellness among Nurses
- **March 10<sup>th</sup>, 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.

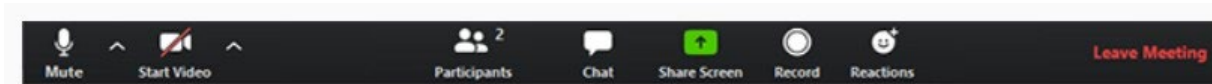
From Kevin to Everyone:  
Great!  
Can't wait!

To: Everyone ▾

File ...

Type message here...

1. Keep yourself on mute when not speaking.
2. Share your video
3. Take breaks when you need
4. 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

# Stigma Non Grata:

## Breaking Barriers to Equitable Health



Angela Richard-Eaglin, DNP, MSN, FNP-BC, CNE, FAANP  
Associate Dean For Equity  
Associate Professor  
Yale School Of Nursing

Certified Professional Cultural Intelligence and Unconscious Bias Facilitator And Coach

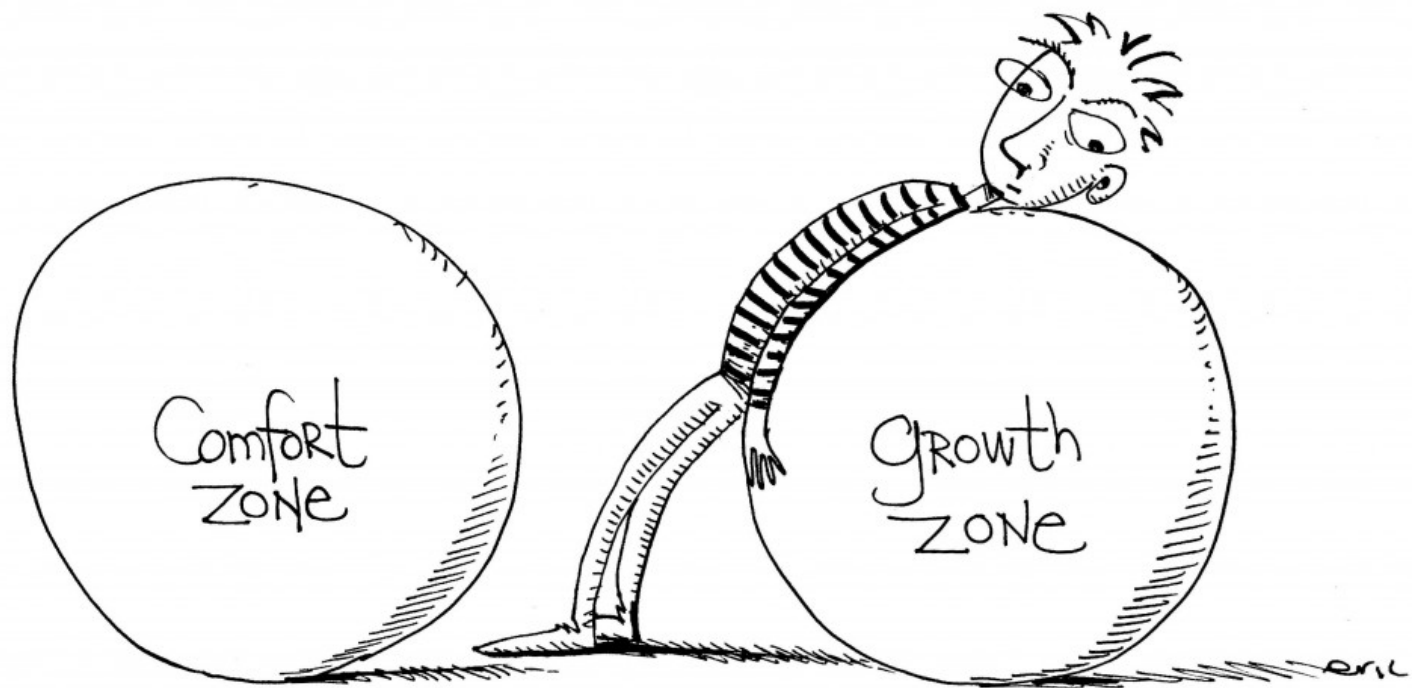


## Objectives:

- Critically appraise the impact of ethnocentrism, bias, and stigma on health disparities and inequities
- Develop person-centered supportive care strategies for individuals from stigmatized populations



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Lean...

CQ, Bias



AMERICAN ACADEMY OF NURSING  
INSTITUTE FOR NURSING LEADERSHIP

## A CRITICAL CONVERSATION ON HEALTH EQUITY AND RACISM

### *Summary Report*

## Key Take-Aways

1. Racism is a social determinant of health.
2. Diversity and inclusion advance equity and help organizations to thrive.
3. Many characteristics of diversity are invisible.
4. Nurses need to critically examine how they relate to the populations they serve.
5. Nurses are committed to taking steps to ensure a less racist future, but to do this, they **must move beyond words to action.**

<https://www.aannet.org/initiatives/institute-for-nursing->



# NATIONAL ACADEMY of MEDICINE



*The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity* explores how nurses can work to reduce health disparities and promote equity, while keeping costs at bay, utilizing technology, and maintaining patient and family-focused care into 2030.







Common

# ethnocentrism.

means

A **belief** **attitude** or **mindset** that holds that one's own ethnic group is **superior to** all others.

A **tendency to judge** other cultures by the standards of one's own. Adj. Ethnocentric.

by [acronymsandslang.com](https://www.acronymsandslang.com)

Picture this



# What is stigma?

## Types:

- Public
- Institutional
- Self



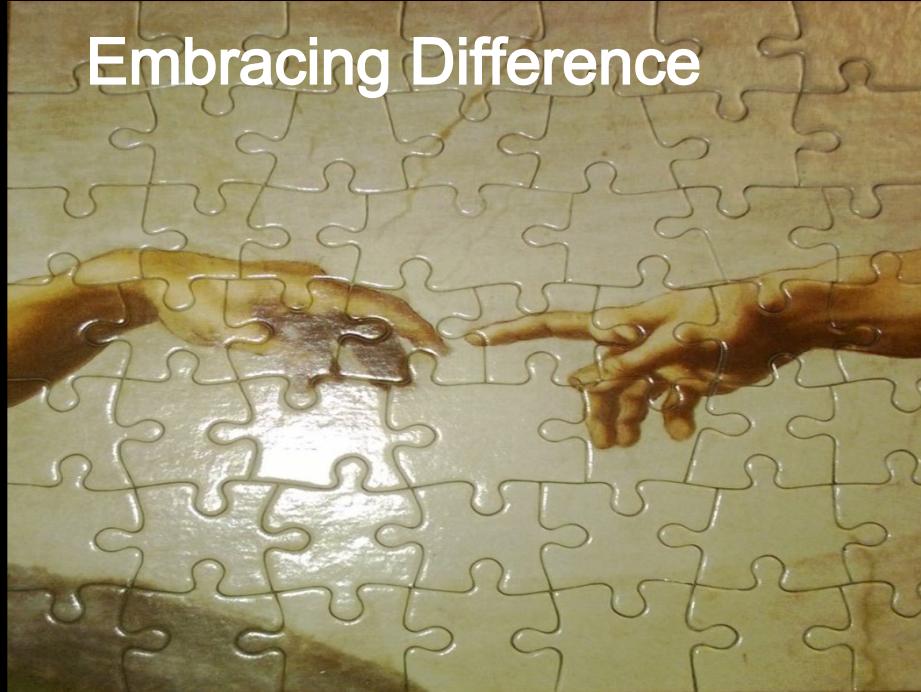
DON'T  
STEREOTYPE  
ME!

~~Labeling~~

label  
jars  
...not  
people

# othering

Embracing Difference



WE DON'T SEE  
THINGS AS  
**THEY ARE**

WE SEE  
THEM AS  
**WE ARE**

- ANAIS NIN

Perspective matters





The thought manifests as the word; The word manifests as the deed; The deed develops into habit; And habit hardens into character; So watch the thought and its ways with care, And let it spring from love Born out of concern for all beings As the shadow follows the body, As we think, so we become.

(Buddha)

[izquotes.com](http://izquotes.com)

# Systems Thinking

## SYSTEM 1

Intuitive/Instinctive

**IMPLICIT BIAS**

Unconscious, automatic,  
emotional, fast/impulsive,  
and effortless



## SYSTEM 2

Rational Thinking

**EXPLICIT BIAS**

Conscious, deliberate,  
logical, slow, and effortful



# Bias & STIGMA

## Activation: Application



Mind Full, or Mindful?

# DANGERS OF STIGMA IN HEALTH CARE

- Marginalization
- Discrimination
- Substandard health care practices
- Negative impact on health:
  - Health disparities (differences; higher burdens of illness)
  - Access barriers 2° culture
  - Health inequities (Lower standards/poorer outcomes)
    - Co-morbidities
    - Poor physical health
  - Mental health disturbances and conditions



# Dangers of STIGMA

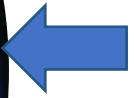
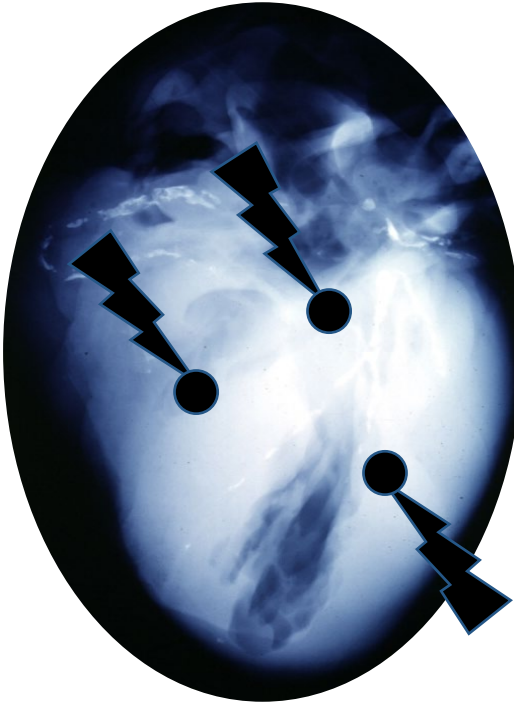


- Debilitating, threaten psychological and physical safety of humans, and lead to *sentinel events*.
- A *sentinel event* is a human safety event that results in death, permanent harm, or severe temporary harm.

(<https://www.jointcommission.org/resources/patient-safety-topics/sentinel-event/>)

**Stigmatization: Long**

**-term Impact**





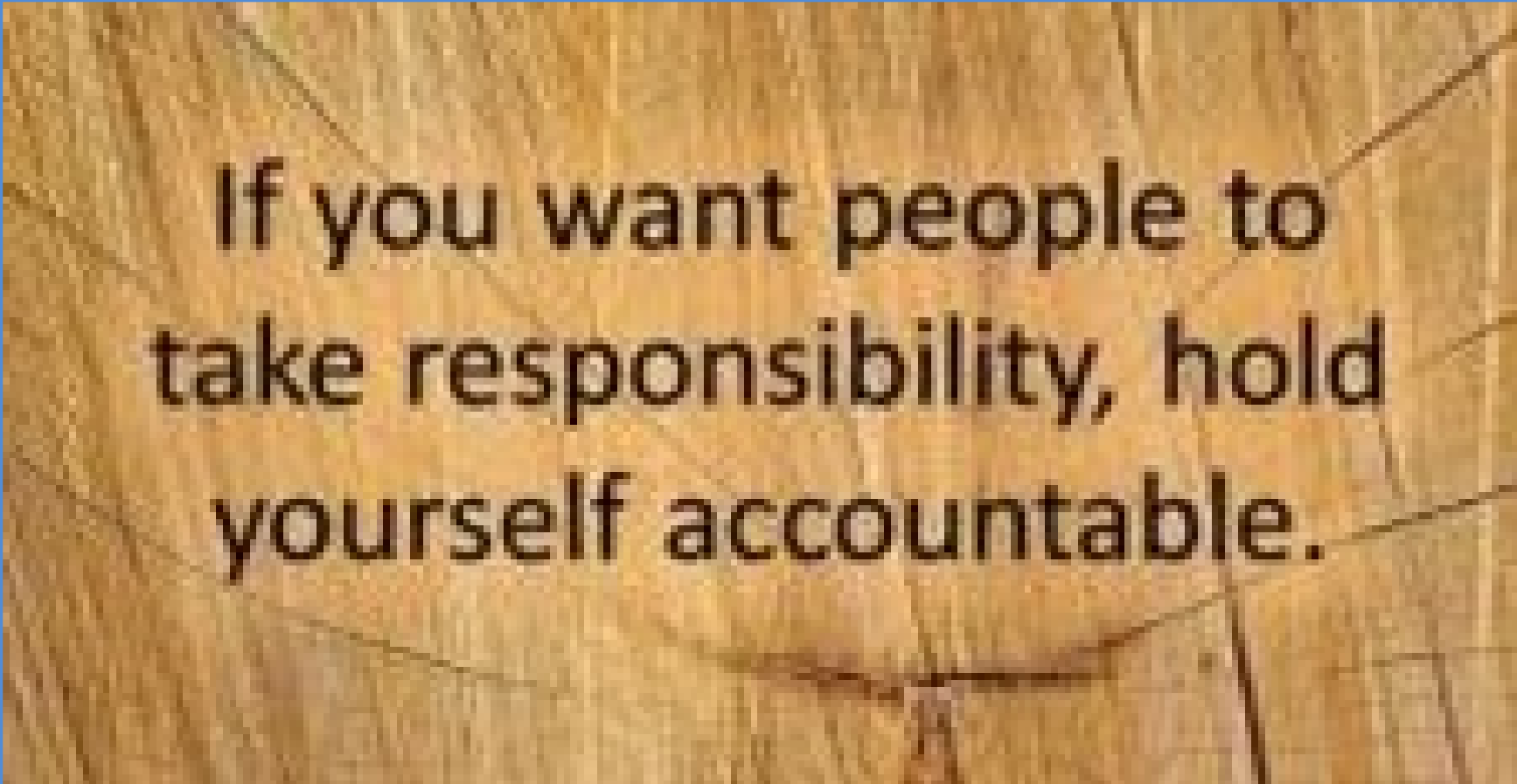
# Strategies:

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- Self-analysis  Cultural intelligence
- Hays' Addressing Framework
- Barriers to Access to Care Evaluation Scale
- Mitigating biased actions  Cognitive Behavior theory & Mindfulness
- Commitment to equity  Humanitarian ethos and principles
- Structural competency  Impact of structures on health

# STIGMA Mitigation

- Habituation of the humanitarian ethos and egalitarianism may help to mitigate bias in health care
- Exposure to counter-stereotypical exemplars
- Improved self-awareness
- Develop CQ through structured training & intentional application
- Build positive association to others by fostering and supporting inclusion and belonging (cultural intelligence; inclusive excellence)
- Develop empathy through developing perspective taking skills (CQ)
- Name the issues

A wooden surface with a grid pattern overlaid on it. The text is centered on the grid.

If you want people to  
take responsibility, hold  
yourself accountable.



“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”



# Targets for Stigma

- Lifestyles
- Religious beliefs/affiliations
- Health conditions: mental health, HIV, COVID-19, Sickle cell
- Race/ethnicity/nationality
- Ability
- Social status
- Economic/financial status
- Criminal record (labeling)
- Body weight

# Effects of Stigma

- Reduced hope
- Lower self-esteem
- Increased psychiatric symptoms
- Difficulties with social relationships
- Reduced likelihood of staying with treatment
- More difficulties at work
- Reluctance to seek help or treatment and less likely to stay with treatment
- Social isolation/shame
- Inadequate health insurance coverage

# Stigma non grata

- Why? (**Corollaries:** Bias, prejudice, stereotyping)
  - What? (**Impact:** Discrimination, health disparities, health inequity)
  - How? (**Interventions:** Anti-stigma)
- 

## Consider this:

- How are nurses supporting patient/person care and making healthcare systems more comfortable for the people we serve?
- What can we do better?/Interventions that can improve approaches to care and health outcomes for marginalized populations?

# references

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

# Next Session

## Module 3: Thursday, February 24 , 2022 1:00-2:00 pm ET

### Happiness is a Right: The Linkage Between Health Equity and Mental Wellness among Nurses



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

# NNCC EVENTS AND RESOURCES

- Webinar Series: Responding to the COVID-19 Pandemic through Community Engagement
- **Tomorrow:** Friday, February 11<sup>th</sup> 1PM ET
- Register [here](#)
- To keep up with upcoming events and communications follow us on social media #Nursesmakechange happen





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