

# COVID WEBINAR

## Addressing the Needs of Nurses of Color: COVID-19 and the Fight for Health Equity

Friday, August 20, 2021

1:00 pm Eastern Time



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



**Phoenix A. Matthews, PhD**

Associate Dean for Equity and  
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Professor of Clinical Psychology,  
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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](https://NurseLedCare.org)

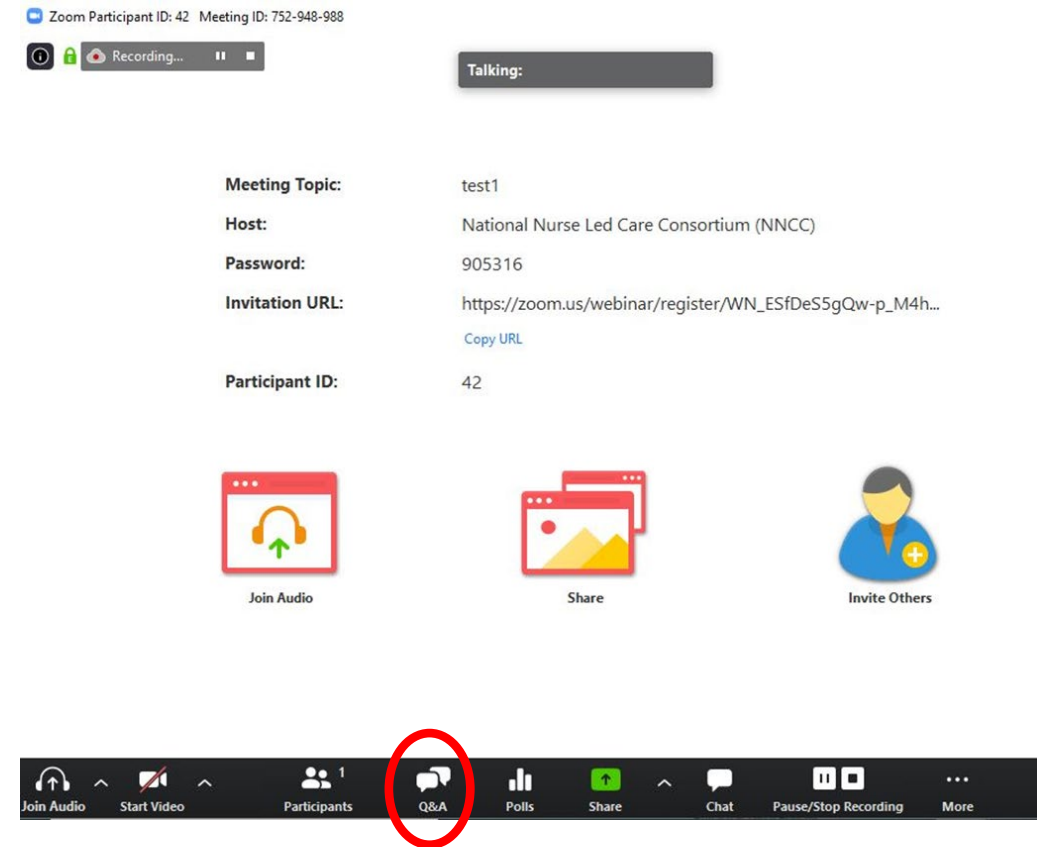
# Housekeeping Items

## Question & Answer

- Click Q&A and type your questions into the open field.
- The Moderator will either send a typed response or answer your questions live at the end of the presentation.

## Continuing Education Credits

- Please complete the evaluation survey after today's training.
- Certificate will arrive within 3 weeks of completing the survey.



# Nurse-Led Vaccine Confidence Project

NNCC is partnering with the Centers for Disease Control and Prevention (CDC) to build COVID-19 vaccine confidence among nurses and the communities they serve.

Through this project, NNCC strives to:

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

Visit [nurseledcare.org](https://nurseledcare.org) to learn more!



# Nurse-Led Forum for Vaccine Confidence

**Our aims** are to create a bi-weekly forum to:

- Explore questions around vaccine hesitancy
- Share strategies for building confidence in COVID-19 vaccines among nurses and communities they serve
- Learn perspectives from the field and promising practices for vaccine communications, partnerships, and decision-making

*This webinar 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.*



# COVID-19 Vaccine News & Resources

- The Center for Disease Control and Prevention: [COVID-19 Vaccines for Moderately to Severely Immunocompromised People](#)
- New York Times: [See the Data on Breakthrough Covid Hospitalizations and Deaths by State](#)
- American Public Health Association (APHA): [Barbershop Medicine](#)

# COVID-19 Vaccination Safe for Pregnant People

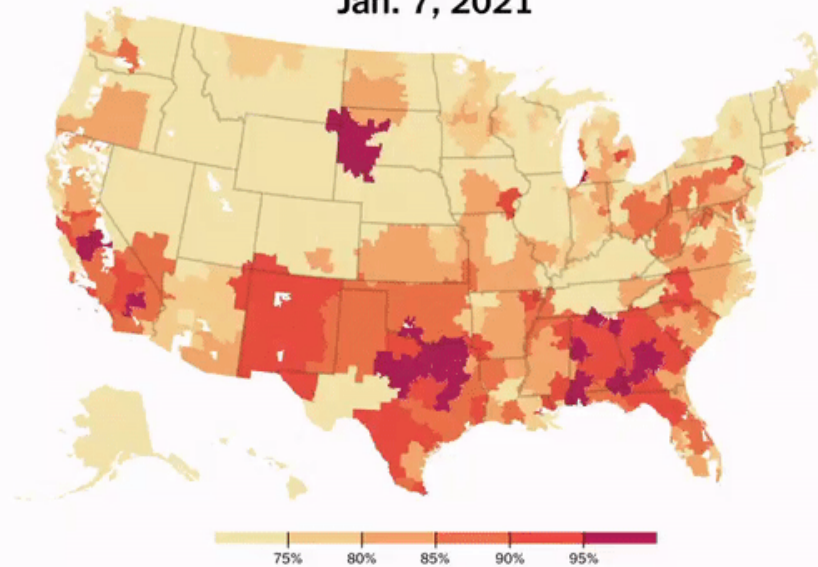
- All evidence shows COVID-19 vaccines are safe during pregnancy for pregnant people and babies.
- COVID-19 vaccination is recommended for all people 12 years and older, including people who are pregnant, breastfeeding, trying to get pregnant now, or might become pregnant in the future.
- There is currently no evidence that any vaccines, including COVID-19 vaccines, cause fertility problems in women or men.

[Full CDC statement here](#)

# Where ICU beds are Nearly Full (NYT)

## Where I.C.U. Beds are Nearly Full

Jan. 7, 2021



Source: New York Times analysis of U.S. Department of Health and Human Services data; Dartmouth Atlas of Health Care





# Joint Statement from HHS Public Health and Medical Experts on COVID-19 Booster Shots

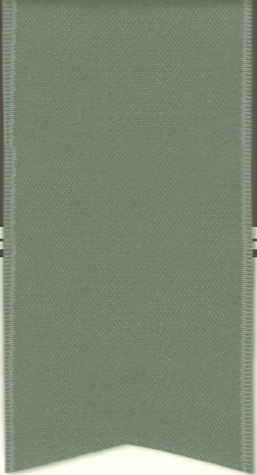
- The COVID-19 vaccines continue to be remarkably effective in reducing risk of severe disease, hospitalization, and death, even against the widely circulating Delta variant.
- Although we continue to see stable and highly effective protection against hospitalizations and severe outcomes for people who are fully vaccinated, we are seeing a decrease in vaccine effectiveness against infection.
- Nearly all the cases of severe disease, hospitalization, and death continue to occur among those not yet vaccinated at all.

[Full statement here](#)

# Speakers



**Phoenix A. Matthews, PhD**  
Associate Dean for Equity and  
Inclusion, Professor, Clinical Psychology  
University of Illinois at Chicago



# ADDRESSING THE NEEDS OF NURSES OF COLOR: COVID-19 AND THE FIGHT FOR HEALTH EQUITY

Phoenix Matthews, Ph.D.  
Associate Dean for Equity and Inclusion  
College of Nursing  
University of Illinois at Chicago



# Objectives

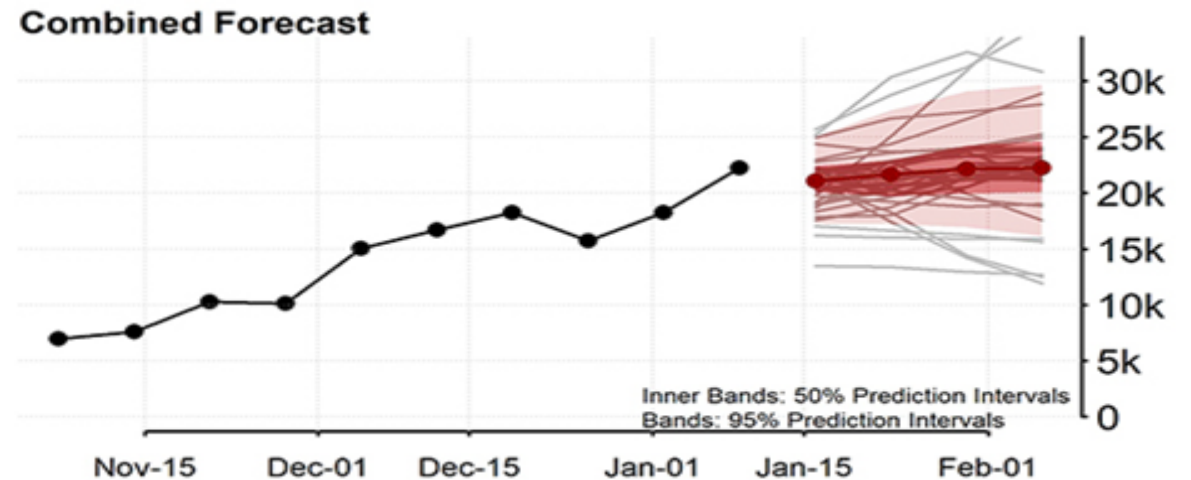
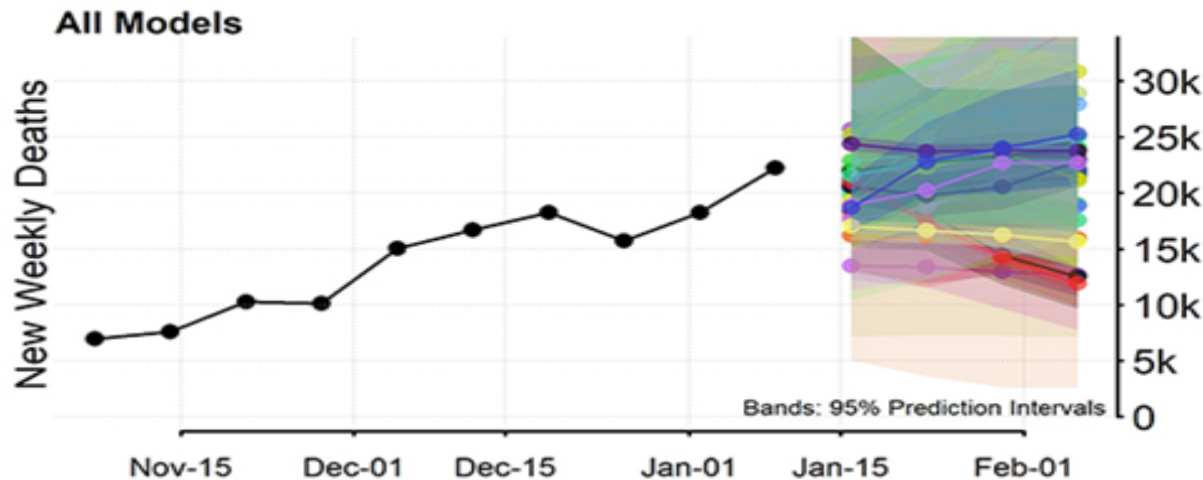
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- To describe the impact of the COVID-19 pandemic on nurses
- To examine the differential impact of the pandemic on nurses of color
- To describe strategies for improving coping and well-being among nurses of color



# COVID-19 NATIONAL HEALTH CRISES

## COVID-19 New U.S. National Forecasts: Weekly Deaths



Data include new deaths reported in the prior week from November 7, 2020 through January 9, 2021, and weekly projections from 35 forecasting models through February 6.

# COVID-19 NATIONAL HEALTH CRISIS

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Last updated: August 19, 2021, 18:33 GMT

 United States

Coronavirus Cases:

**38,095,545**

Deaths:

**641,460**



# Nurses are on the Frontlines of Our National Health Crisis

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*“Nurses have answered the call again and again, serving as front line providers during some of the world’s most recent infectious disease outbreaks, including H1N1 Swine Flu, Ebola, severe acute respiratory syndrome (SARS), and Middle East respiratory syndrome (MERS).” - Janice Phillips, UIC Alumni*

# Hospitals Run Low on Nurses as They Get Swamped With COVID

Associated Press | August 10, 2021 4:16 pm



# Pandemic is Underscoring the Urgency of the Nursing Shortage

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## Total US Nursing Population

2,824,641 Registered Nurses (RNs) in the US

690,038 Licensed Practical Nurses (LPNs) in the US



- Working hours have increased for the average clinic-based nurse during the pandemic
- Research has found a strong association between the increase in nursing working hours and their level of stress.



# Nurse Fatigue Creates a Dangerous Environment

Nurses work long hours and play a critical role in keeping patients healthy. Many nurses feel that fatigue “comes with the territory” of such a high-stress, high-impact job. But what’s really at risk when a nurse is fatigued?

**Nursing fatigue costs the United States billions of dollars each year.<sup>1</sup>**

Mental exhaustion can lead to mistakes, and when those mistakes affect the health and wellbeing of patients, the consequences can be devastating. Imagine a tired nurse misinterpreting a healthcare provider’s orders to continue home medications, causing a diabetic patient to miss their insulin. Consider a patient who’s allergic to penicillin being mistakenly prescribed the drug to combat an infection, only to result in an allergic reaction, anaphylactic shock, or worse.

**Patient and nurse safety decrease as a result of increased errors**

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# The Mental Health of Nurses has been Negatively Impacted

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- A recent survey examined US nurses' perceptions of working during the early stages of the pandemic.
- Mental health concerns were noted:
  - 50% reported depression and anxiety
  - 33% had symptoms of PTSD
- Contributing Factors:
  - Personal health risks
  - Exposure to excessive deaths
  - Compassion fatigue
  - Personal protective equipment
  - Stress and exhaustion
  - Opinions/politics.



# Traumatized and tired, nurses are quitting due to the pandemic

By Scottie Andrew, CNN

Video by Kat Jennings, CNN

Updated 2:29 PM ET, Thu February 25, 2021

**(CNN)** — Nursing was more than a career to Rachel Ellsworth. She says she was "called" to the work.

For 10 of her 12 years in nursing, Ellsworth was an indefatigable intensive care nurse. The work energized her, and she felt privileged to witness some of the most important moments of people's lives, when their worlds shifted for better or worse. Though she did all she could to save them, she also found purpose in



# The Pandemic is Revealing Additional Costs for Nurses of Color

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'Absolutely defeated': Black nurses struggle with mental health support while battling COVID-19

Megan Marples, CNN Feb 22, 2021





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# UNIQUE ISSUES FACING NURSES OF COLOR

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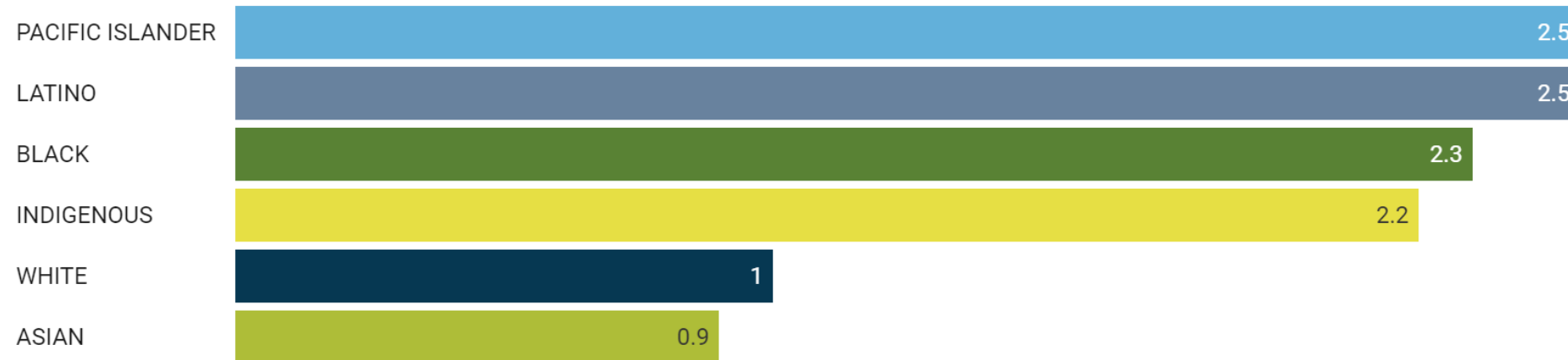
# COVID-19 Deaths are Higher in Communities of Color

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## COVID-19 DEATHS

**Adjusted for age, other racial groups are this many times more likely to have died of COVID-19 than White Americans**

*Reflects mortality rates calculated through Jan. 5, 2021.*



*Indirect age-adjustment has been used.*

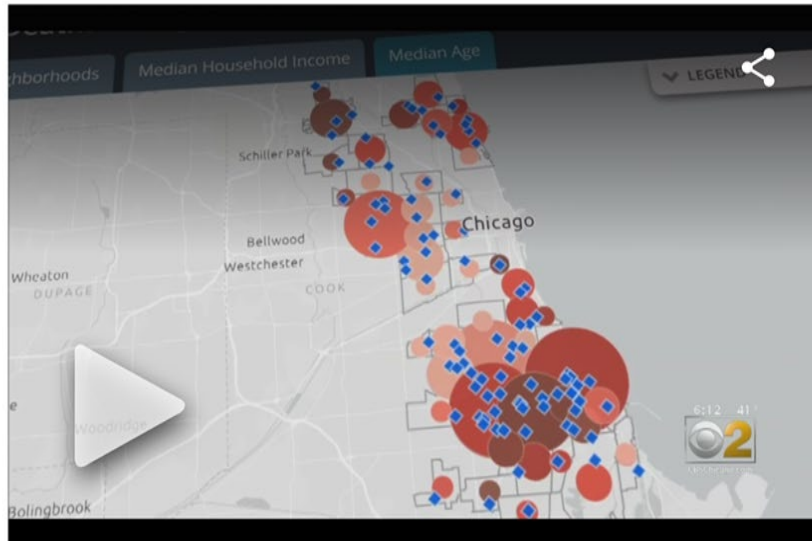
Source: [APM Research Lab](#) • [Get the data](#) • Created with [Datawrapper](#)

# Nurses of Color Live and Work in Impacted Communities

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While Chicago's Black population is 30 percent, the percent of Black deaths is nearly 60 percent.

## MAP: Where Are COVID-19 Deaths Happening? In Chicago, Most Are In Majority-Black Neighborhoods



By Samah Assad, Dorothy Tucker, Carol Thompson





# Secondary Trauma Associated with Caring for the Most Vulnerable

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- "I can possibly be one of the last people that these patients see, and I think that was something that kind of hit me hard," ICU Nurse.



# Nurses of Color are Dying from COVID-19 at Disproportionate Rates

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- Almost 18% of the US nurses who have died from Covid-19 and related complications as of September were Black - Blacks make up only 12% of the nurse population.

## More than half of nurses who died of COVID-19 are people of color, nurse union says

Anuja Vaidya (Twitter) - Thursday, October 1st, 2020 [Print](#) | [Email](#)



About 58 percent of nurses who died of COVID-19 and related complications are nurses of color, a [report](#) from a prominent nurse union says.

The report, released by National Nurses United, collected information from media reports, obituaries, union memorial pages, GoFundMe campaigns and social media (primarily Facebook, Twitter and Reddit). To learn more about the methodology, click [here](#).

Key report findings:

1. At least 213 registered nurses have died of COVID-19 and related complications, of which 124 (58.2 percent) are people of color.
2. Sixty-seven (31.5 percent) of the RNs who died were Filipino.
3. Thirty (17.8 percent) of the RNs who died were Black.
4. At least 1,718 healthcare workers have died of COVID-19 and related complications.
5. Nearly one-third of the 448 hospital-based healthcare workers who have died were RNs.



# Lowered COVID-19 Vaccination Rates

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HEALTH • COVID-19

## Fueled by a History of Mistreatment, Black Americans Distrust the New COVID-19 Vaccines



## What's Race Got to Do with Getting Your COVID-19 Vaccine?

Experts say older Black and Latino Americans are more likely to die of COVID-19 — yet aren't receiving their share of the vaccine

by Hallie Levine, [AARP](#), February 17, 2021 | Comments: 0



GETTY IMAGES

# American Nursing Foundation: COVID-19 Survey Series (N = 10,310), October 2020

	Asian	Black	LatinX	White
Would get vaccine if not required by job	34%	10%	29%	37%
No knowledge about vaccine development	42%	40%	43%	28%
Mistrust of vaccine information	44%	58%	48%	48%
HC workers don't receive enough information	86%	78%	82%	78%
Provide direct care	72%	72%	73%	64%
Completely unvaccinated as of Feb 2021	20%	46%	29%	27%

# American Nursing Foundation: COVID-19 Survey Series October 2020

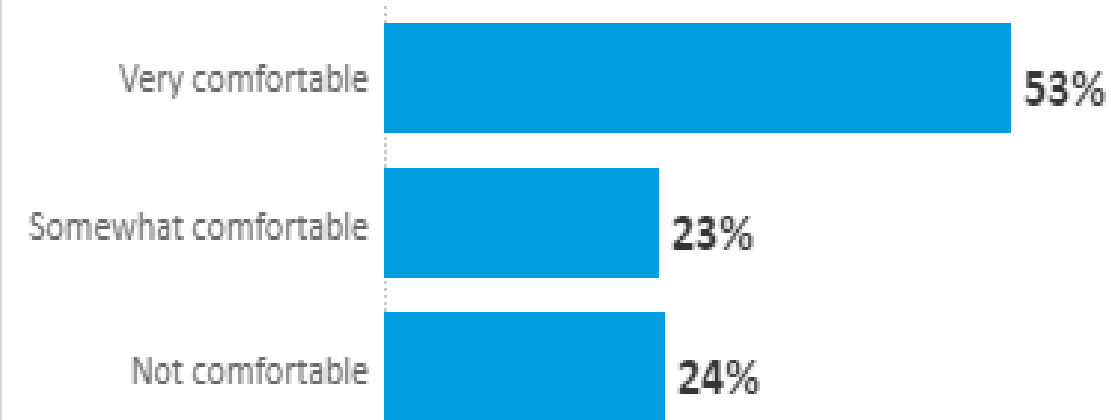
## Black Nurses

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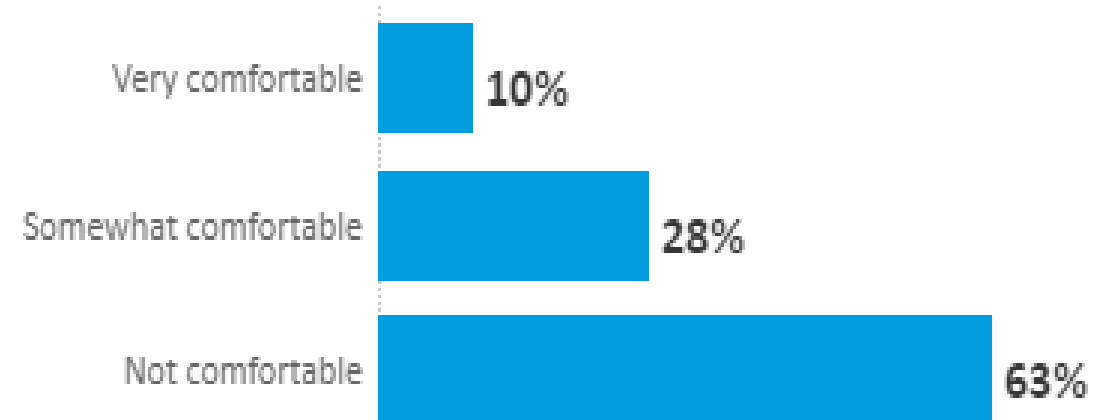
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### How comfortable are you having conversations with patients about vaccinations...

unrelated to COVID-19?



related to COVID-19?



# The Pandemic is Exacerbating Existing Community Disparities

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## The Pandemic Has Exacerbated Housing Instability for Renters of Color

By Jaboa Lake | October 30, 2020, 9:02 am



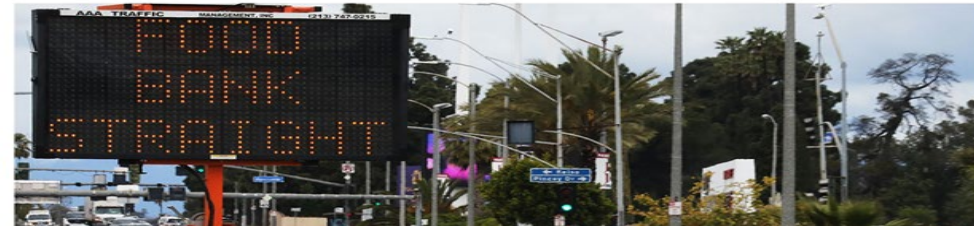
COMMUNITY ENGAGEMENT | ADVOCACY | HEALTH CARE

## 54 million people in America face food insecurity during the pandemic. It could have dire consequences for their health

Bridget Balch, Staff Writer

October 15, 2020

Physicians, researchers, and food policy experts highlight the need for accessible, healthy food to combat poor health in vulnerable populations.



## Drug Overdose Deaths Surge Among Black Americans During Pandemic

March 3, 2021 · 5:00 AM ET

Heard on [Morning Edition](#)



# Intersections of Racial and Social Injustices and Health

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As A Black Nurse At The Pandemic's Frontlines, I've Had A Close Look At America's Racial Divisions

BY [GUEST CONTRIBUTOR](#) IN [NEWS](#) ON [FEBRUARY 26, 2021 6:00 AM](#)



# Limited Support From Co-Workers

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- The lack of nursing workforce diversity can foster cultural bias and increase barriers to social-emotional support in the workplace.

Most of the time, I was able to frame conversations within the context of the virus and not race, telling patients that we were doing our best, trying to be the heroes they kept calling us. But I was dying inside. I had spent my whole life avoiding difficult conversations in the workplace, keeping everything superficial because, to be honest, nobody understands what it means to be Black in America, unless they are Black in America. It was easier to find solace in my job, easier to be just a nurse, than to be a Black nurse.



*(LEFT) ER nurse Adwoa Blankson-Wood pictured near the start of the COVID-19 pandemic in 2020, wearing scrubs and a surgical mask; By October, Blankson-Wood was required to don an N-95 mask, protective goggles, a head covering and full PPE to interact with patients. (Photos courtesy Adwoa Blankson-Wood)*



CORONAVIRUS

# For Doctors and Nurses of Color, Racism Is the Medical Threat That Doesn't Go Away

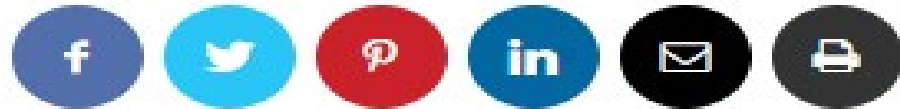
Some are viewed as interns or "the help" rather than doctors and nurses.

By **Tonya Russell** | June 22, 2020

# An epidemic amidst a pandemic: A call for self-care for nurses

August 11, 2021

**Author(s):** By LaTashia Kiel, DNP, RN, CEN; Cara C. Young, PhD, APRN, FNP-C, FAANP; and Amy E. Papermaster, PhD, NP-C, RN



# Barriers to Help Seeking and Mental Health Treatment

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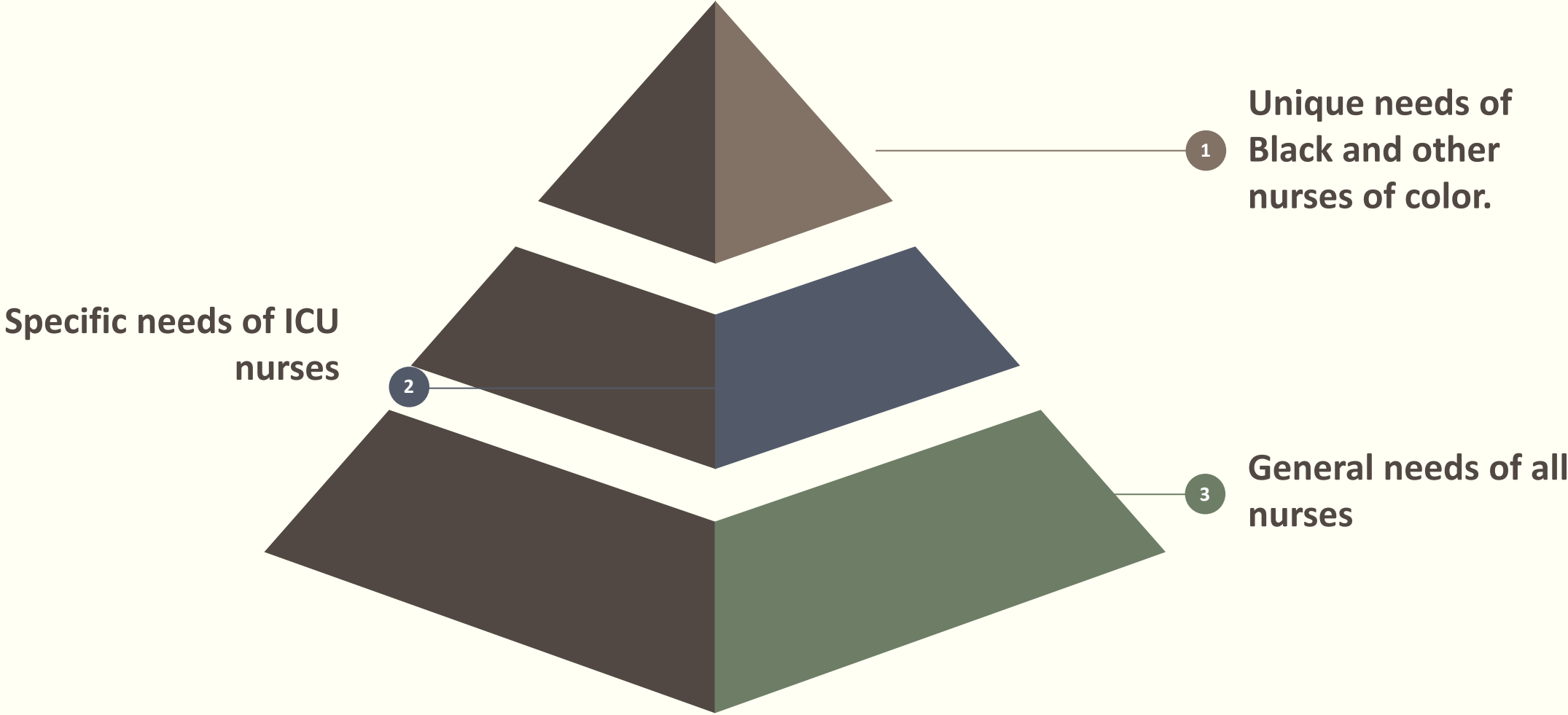
## Barriers

- Disparities in access to care and treatment for African Americans have also persisted over time.
- Stigma prevents African Americans from seeking treatment for mental health problems.  
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- Because less than 2 percent of psychologists are Black, some may worry that mental health care practitioners are not culturally competent.

# Mentorship Needs of Nurses

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# Self-Care Tips for Nurses During the Pandemic

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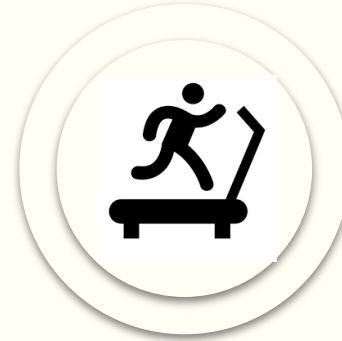
Coping



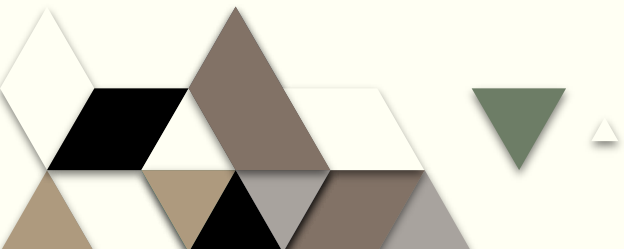
Mentorship



Exercise



Social Support



# Mental Health Programs for Black Nurses

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- Last December, the National Black Nurses Association launched [RE:SET](#), a free mental health program for nurses.
- The program's goal is to teach nurses how to relieve the stresses they're facing in healthy ways and connect them to mental health resources,



## NATIONAL BLACK NURSES ASSOCIATION ANNOUNCES LAUNCH OF TWO GROUNDBREAKING CAMPAIGNS: 'RETHINK' AND 'RE:SET'

*RETHINK* Raises Awareness For Vaccines and *RE:SET* Offers Free Mental Health and Wellness Services to Support Black Nurses Fighting on the Frontlines of the COVID-19 Global Crisis

#NBNAETHINK  
#NBNARESET

New York, NY -- December 8, 2020 --The National Black Nurses Association (NBNA) is



## RE:SET YOUR THINKING

Unique Mental Health and Wellness Services

- User friendly
- Easy to access
- Multiple options that fit your lifestyle, work environment, and preferences
- Available 24/7
- Safe & confidential



## RE:SET ANYTIME ANYWHERE

# Creating Intentional Community Among Black Nurses

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A network joined in unity to change the narrative of research, policy, and practice as it relates to social and racial injustice in the Black community.





# Conclusions

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- Patient safety hinges on nurses' well-being, and it's important for nurse health to be front-and-center in the minds of both healthcare organizations and nurses themselves.
- Nurses of color are experiencing high rates of stress due to a number of important factors
- Increasing access to coping resources for all nurses, especially nurses of color, is an imperative
- Additional research is needed to assist nurses of color to reduce vaccine hesitancy.



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# THANK YOU!

[aliciak@uic.edu](mailto:aliciak@uic.edu)

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# Q&A





# 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.

[nurseledcare.org/toolkit](https://nurseledcare.org/toolkit)

*Nurse-Led Forum for Vaccine Confidence*

# NEW COVID WEBINARS

EVERY OTHER FRIDAY 1 - 2 pm ET

Visit [NurseLedCare.org](https://NurseLedCare.org) to register



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# COVID WEBINAR

## Engaging Youth in Mobile Vaccine Programs

Friday, August 27, 2021  
1:00 pm Eastern Time



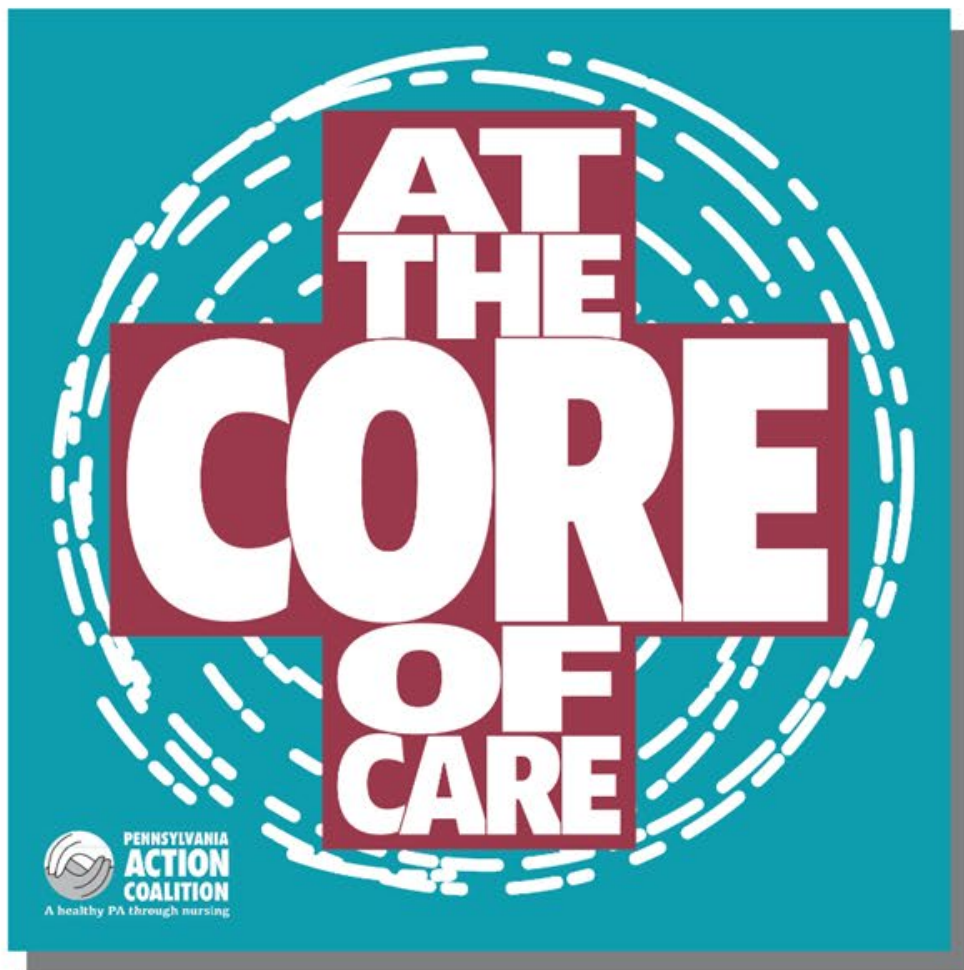
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**Dr. Melinda Ashton**

Executive Vice President  
and Chief Quality Officer

Hawaii Pacific Health



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# THANK YOU

Special thank you to all our NNCC members who make exceptional nurse-led programming possible.



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