



The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity

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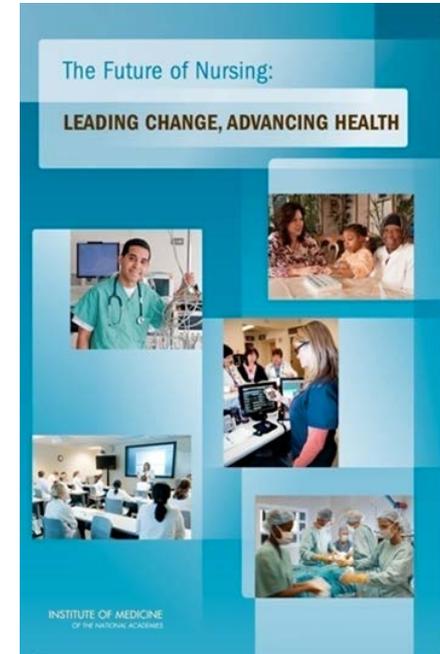


Robert Wood Johnson
Foundation

We've Built Capacity in Nursing!

We've strengthened education, advanced practice, promoted leadership and increased workforce diversity

Goal: Leverage the capacity of the nursing workforce to advance health equity



The Report

Committee Vision:

The achievement of **health equity** in the United States built on **strengthened nursing capacity, diversity and expertise**



Health Inequities

Health is influenced by:

- Jobs that pay a living wage
- Safe housing
- Reliable transportation
- Walkable neighborhoods
- Good schools
- Fresh food
- Adequate green spaces



Inequities and Structural Racism

Root cause of disproportionate COVID deaths: structural racism

- Housing
- Education
- Health care
- Employment
- Public safety
- Criminal justice



COVID-19 and Inequities

- Structural inequities and stress from experiencing racism lead to poorer physical and mental health
- Black and Indigenous people experience more chronic health conditions sooner, putting them at higher risk for COVID



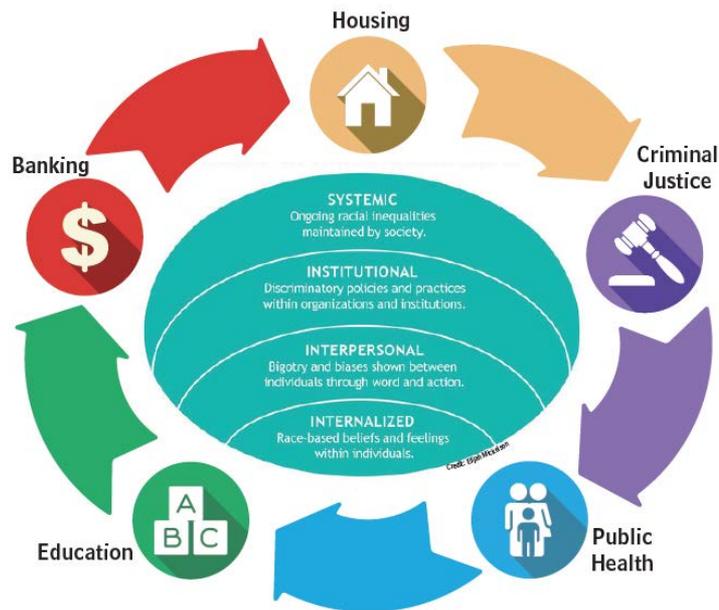
COVID-19 and Inequities

Being able to protect yourself from COVID depends on your income, access to health care, ability to work from home, and how crowded your house is



Dismantle Structural Racism

We must acknowledge, confront and dismantle systems of structural racism, including in nursing



Source: Frank Porter Graham Child Development Institute



Key Takeaways and Recommendations





The Report's Key Takeaways

For our country to advance health equity for all, the systems that educate, pay, and employ nurses need to:

- 1) Permanently remove nurse practice barriers
- 2) Value nurses' contributions
- 3) Prepare nurses to tackle and understand health equity
- 4) Fully support nurses



Takeaway 1: Permanently Remove Nurse Practice Barriers

Nurses can bridge gap in providing high-quality, accessible care

- More likely to practice in primary care and work in urban and rural areas
- Expand maternal and pediatric care, mental health care, and telehealth
- Manage and coordinate team-based care



Takeaway 1: Permanently Remove Nurse Practice Barriers

Recommendation:

All organizations, including state and federal entities and employing organizations, should enable **ALL** nurses to practice to the full extent of their education and training by removing:

- Regulatory and public and private payment limitations
- Restrictive policies and practices



Takeaway 2: Value Nurses' Contributions

Payment systems do not explicitly value nurses' care contributions:

- Current system rewards volume and treating illness – not prevention, health promotion, primary care and community/public health
- Nurses' roles in transitional care, care management and care coordination not captured

Recommendation: Payers and public health agencies should establish sustainable and flexible payment mechanisms to support nurses in health care and public health, including school nurses, in advancing health equity



Takeaway 3: Prepare Nurses to Tackle Health Equity

Nurses will need to be educated to:

- Understand complex factors that affect health
- Care for an aging and diverse population
- Engage in new professional roles
- Adapt to new technologies
- Collaborate with other professions and sectors
- Function in changing policy environment



Takeaway 3: Prepare Nurses to Tackle Health Equity

Address systemic racism within nursing

Nursing students and faculty must reflect the diversity of the population and break down barriers of structural racism present in nursing education

Nursing schools should:

- Cultivate an inclusive environment
- Recruit and admit diverse students
- Provide students with support and mentorship
- Ensure that all nurses practice culturally humility and are aware of their biases



Takeaway 3: Prepare Nurses to Tackle Health Equity

Recommendations:

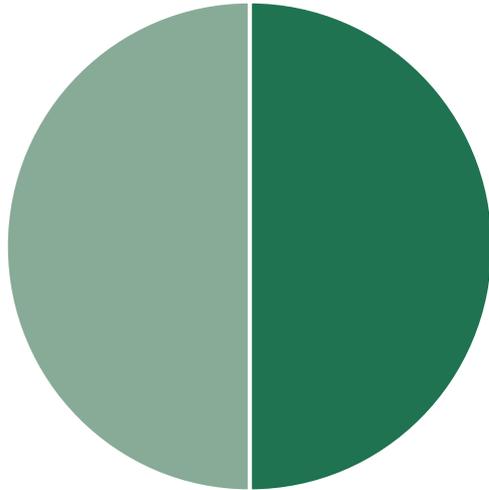
- Nursing schools need to integrate content about the drivers of health, health inequities, and population health concepts throughout the curriculum
- Schools should expand community learning opportunities
- Increase number of PhDs focused on health equity



Takeaway 4: Fully Support Nurses

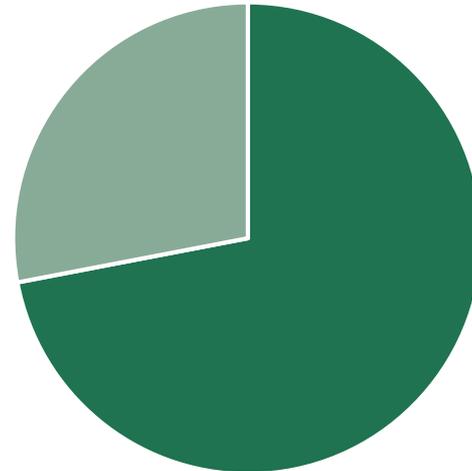
Pandemic has exacerbated nurses' moral distress

Spring 2020



- Nurses Who Feel Overwhelmed
- Nurses Who Don't Feel Overwhelmed

Dec-20



- Nurses Who Feel Exhausted
- Nurses Who Are Not Exhausted



Takeaway 4: Fully Support Nurses

Address and eliminate racism in our workplaces. Our workplaces should:

- Reflect the population we serve
- Recruit, retain, mentor, and promote nurses from underrepresented backgrounds
- Advance nurses of color to leadership positions

Everyone should practice cultural humility and be aware of biases



Takeaway 4: Fully Support Nurses

Recommendation: By 2021, nursing education programs, employers, nursing leaders, licensing boards, and nursing organizations should initiate the **implementation of structures, systems and evidence-based interventions** to promote nurses' health and well-being



Creating a Shared Agenda

Recommendation: In 2021, **all national nursing organizations** should initiate work to develop a shared agenda for addressing the social determinants of health and achieving health equity

- Tri-Council
- Council of Public Health Nursing Organizations
- Federal Nursing Service Council
- National Coalition of Ethnic Minority Nurse Associations



Answering the Call

“New and established nurse leaders – at all levels and in all settings – are needed to lead change that results in...achieving equity in health and health care”

--2021 NAM Report

Thank You

