

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

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Robert Wood Johnson Foundation

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**We honor the nurses  
who are fighting COVID-19  
on the front lines**

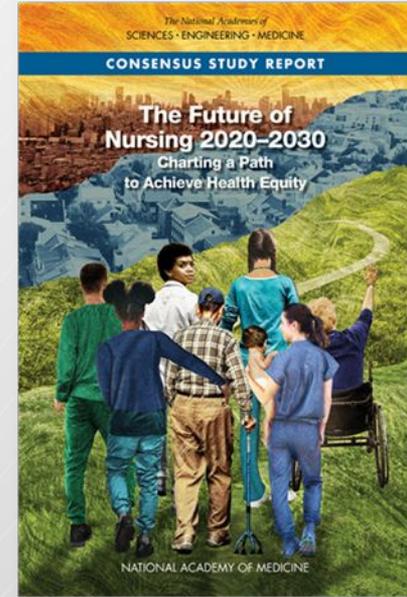
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# The NAM Report

Imagines a better future for nursing!

We need a stronger, more diversified workforce that is prepared to:

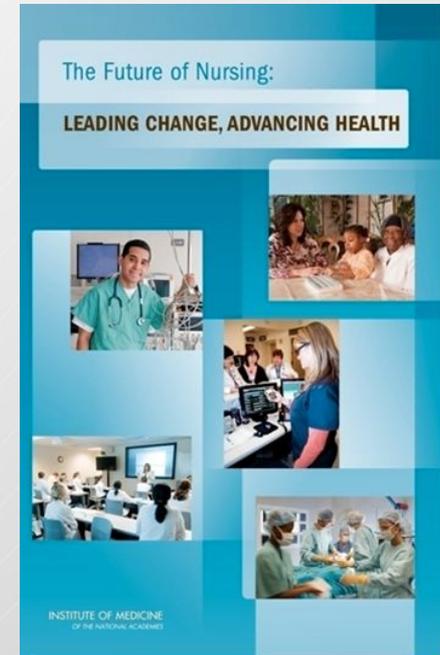
- Provide care, promote health and well-being
- Address systemic inequities that have fueled wide and persistent health disparities



# 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



# U.S. Ranks Poorly Among Other High-Income Nations

## Health Care System Performance Rankings

	AUS	CAN	FRA	GER	NETH	NZ	NOR	SWE	SWIZ	UK	US
<b>OVERALL RANKING</b>	<b>3</b>	<b>10</b>	<b>8</b>	<b>5</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>9</b>	<b>4</b>	<b>11</b>
Access to Care	8	9	7	3	1	5	2	6	10	4	11
Care Process	6	4	10	9	3	1	8	11	7	5	2
Administrative Efficiency	2	7	6	9	8	3	1	5	10	4	11
Equity	1	10	7	2	5	9	8	6	3	4	11
Health Care Outcomes	1	10	6	7	4	8	2	5	3	9	11

Data: Commonwealth Fund analysis.

Source: Eric C. Schneider et al., *Mirror, Mirror 2021 – Reflecting Poorly: Health Care in the U.S. Compared to Other High-Income Countries* (Commonwealth Fund, Aug. 2021). <https://doi.org/10.26099/01DV-H208>

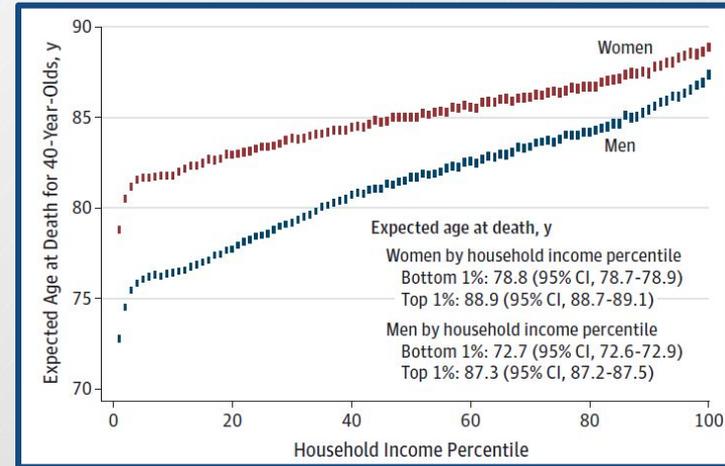


# Association Between Income and Life Expectancy in the United States

With respect to life expectancy, the **expected age at death among 40-year-olds is lowest for individuals with the lowest household income** and increases as household income rises

Notably this is a **continuous gradient**

*-Escarce 2019; reproduced from Chetty et al., 2016.*



Race and Ethnicity adjusted Life Expectancy for 40-Year-Olds by Household Income Percentile, 2001-2014



# The Report

## Committee Vision:

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



“A significant investment in broader and deeper development of nurse leaders will be needed”

--NAM Report



# 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



*A map showing how areas of New Orleans were redlined in the 1930s*

Source: [dsl.Richmond.edu](http://dsl.Richmond.edu)



# COVID-19 and Inequities

- Structural inequities and the 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

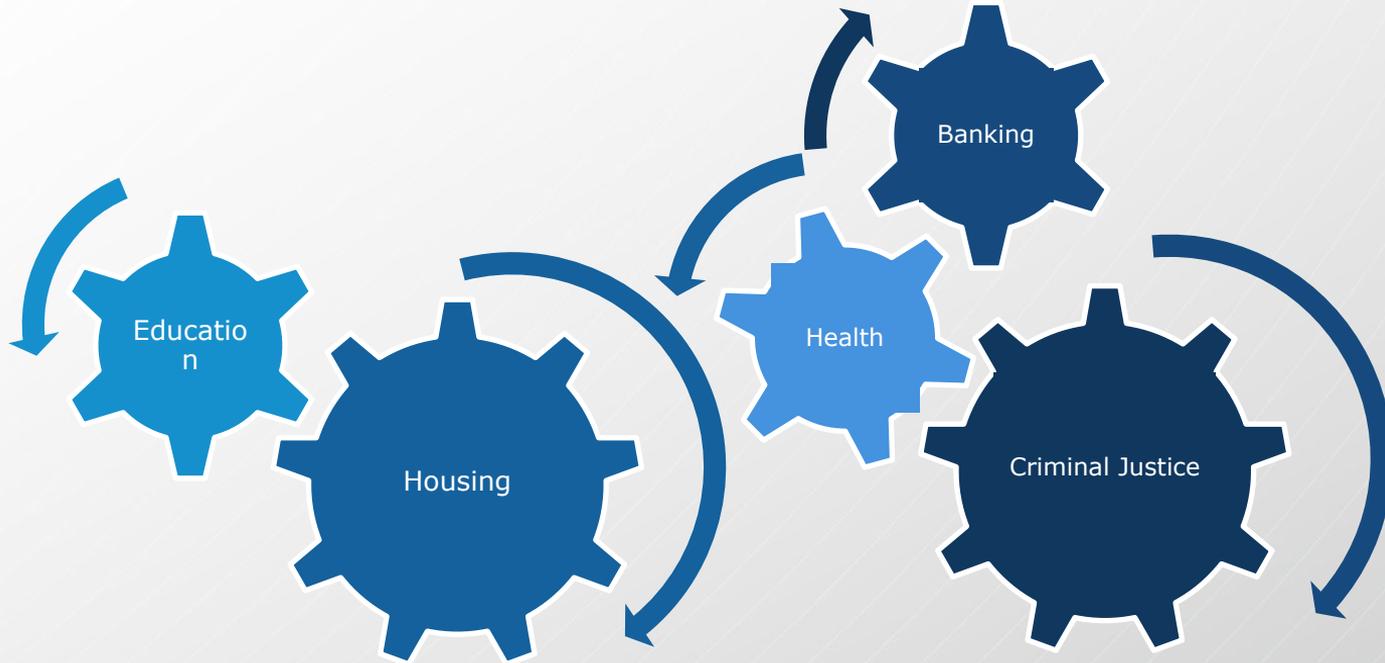


# COVID-19 and Inequities

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 Systemic Racism



# Key Takeaways and Recommendations



[www.nap.edu/nursing2030](http://www.nap.edu/nursing2030)



# 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
- Provide care in school, home, work, and public health settings
- Expand maternal and pediatric care, mental health care, telehealth, and telephone triage
- 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 cultural humility and are aware of their biases





**"We have students who come to us never having had a true, authentic experience with someone who's unlike themselves. Are we going to allow them to go to four years of nursing school without having that experience?"**

*Lovoria Williams, PhD, FNP-BC, FAANP, FAAN  
University of Kentucky*

*SHIFTNursing.com*



# Key Takeaway 3: Prepare Nurses to Tackle Health Equity

## Skills and competencies needed to advance health equity



# 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



# Takeaway 3: Prepare Nurses to Tackle Health Equity

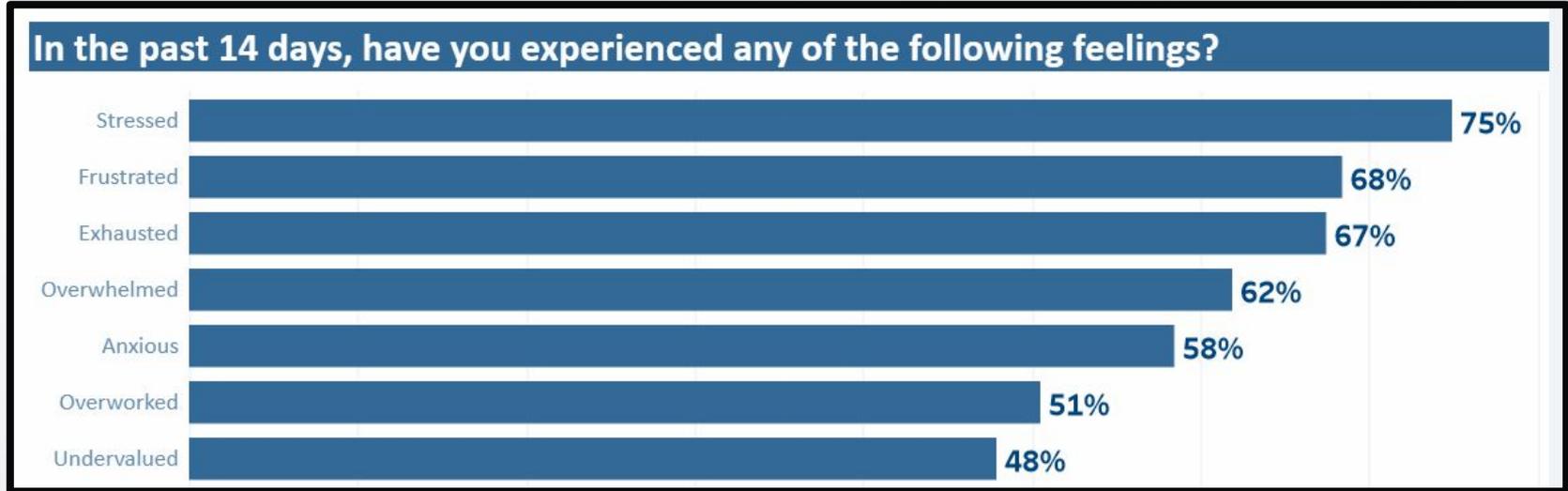
## Recommendations to improve/increase PhD capacity:

1. Increase number of nurses with PhDs who focus on health equity and nurse well-being
2. All PhD graduates should have competencies in use of data on social and economic drivers of health
3. All PhD graduates should be able to design and implement research that addresses equity in education and health



# Takeaway 4: Fully Support Nurses

## Nurses Are Stressed



Source: American Nurses Foundation, Pulse on the Nation's Nurses COVID-19 Survey Series: Mental Health and Wellness Survey 3, September 2021.



# 'I think we already broke': Mississippi's nurses are resigning to protect themselves from Covid-19 burnout

By [Madeline Holcombe](#), [Erica Hill](#) and Laura Dolan, CNN

🕒 Updated 7:47 AM ET, Thu August 26, 2021



THE CORONAVIRUS CRISIS

## Caught Between Parents And Politicians, Nurses Fear Another School Year With COVID-19

September 3, 2021 · 6:10 PM ET

Heard on [All Things Considered](#)

**Travel nurses say the current healthcare system is 'unsustainable' as COVID-19 infections surge again. Some say the pay is the only thing keeping them on the front lines.**

Sarah Al-Arshani Dec 26, 2021, 10:34 PM



# 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:** 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



# Getting Involved: Nurse Leaders

- Advocate for policies that support nurses and promote equity
- Prioritize nurse well-being
- Form or join multisector partnerships
- Mentor and sponsor nurses from underrepresented backgrounds
- Screen for patients' needs
- Offer more clinical placements in your work settings



# Getting Involved: Nursing Educators

- Acquire knowledge, skills and competencies to prepare students to advance health equity
- Develop action-oriented strategies and initiate dialogues about racism and health inequities in classrooms
- Mentor and sponsor students, especially those from underrepresented communities



# Getting Involved: Deans and Directors

- Create policies to protect students at risk for behavioral health challenges
- Ensure that all students can engage in virtual learning
- Identify and eliminate policies, curricular content, and clinical content that perpetuate racism
- Recruit and put systems in place to support faculty from diverse backgrounds with expertise in health equity
- Develop skills of current faculty
- Build pipeline by collaborating with local public schools



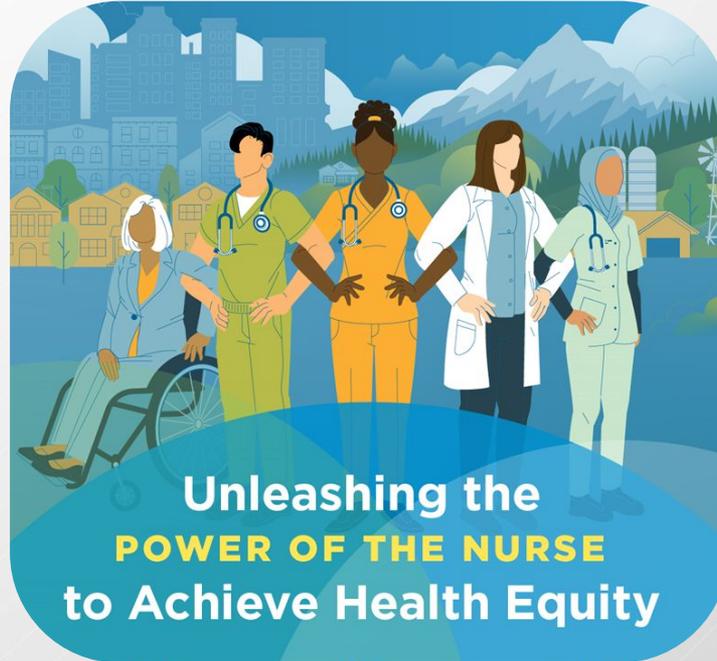
# Let's Advance Health Equity!

“I have been waiting more than 44 years for this report”

-Martha Dawson, DNP, RN,  
FACHE, president, National  
Black Nurses Association



# Thank You



[www.nap.edu/nursing2030](http://www.nap.edu/nursing2030)

