



## **Future of Nursing 2030 Convening: Identifying Alignment: Sample of Washington Initiatives**

### **Leadership Washington Nursing Action Coalition**

A healthier Washington starts with nurses and nursing should be at the forefront of statewide efforts to develop new approaches for delivering and paying for health care – that is the goal of the Leadership Washington Nursing Action Coalition. The Leadership WNAC is also a part of the national movement to build a Culture of Health and to improve health, well-being, and equity in health care.

Examples of Action Coalition projects:

#### Toolkit for nurses to identify use of SDOH at the point of care

WCN created a toolkit that facilities can use to collect information on the extent to which nurses and their colleagues are addressing SDOH for their patients. This includes identifying the opportunities and challenges to integrate SDOH into practice. By encouraging the entire care team to address SDOH in partnership with community-based organizations, nurses can make a significant contribution as transformative leaders in improving population health. This toolkit was used by WCN to survey nurses across Washington State on how they address SDOH at the point of care and has been adapted for generic use.

#### SDOH web-resource

On the WCN website, this resource uses public health data to help nurses identify key social determinants of health in the geographic areas in which they live or work: food insecurity, violence and safety, and housing. Guidance questions are provided to assist nurses in connecting social and environmental factors to a nursing assessment and care plan.

#### Bayanihan Project: Culturally Tailored Care to Protect Elders Against Social Isolation during COVID-19

The Washington Action Coalition advocated for additional grant funds for this project to provide COVID-19 response support to isolated Filipino seniors. Leading this project is a Filipina nurse practitioner and Assistant Professor at the Seattle University College of Nursing, Therry Eparwa, DNP, MSN, RN, FNP-BC. She worked with other Filipino leaders in medicine, social services, and business. Key components include bilingual volunteers providing weekly phone check-ins with elders, a weekly grocery and meal delivery program that serves 150 elders, and a community wellness survey and focus groups to understand how COVID-19 has impacted community members. The survey and focus groups will inform the newly created Filipino Community Health Board. The National Alliance for Filipino Concerns (NAFCON) launched the Bayanihan Response to COVID-19, which is part of a national health and wellness campaign to respond to the immediate and long-term needs of impacted Filipino

communities in the United States and the Philippines. Bayanihan Response is community-centered and tailors interventions based on the specific needs of their community.

### Virginia Mason Assessing Social Determinants of Health at the Point of Care

The Leadership WNAC supported grant funding for this nurse-led project at Virginia Mason. Patients' social risk factors were identified at the point of care, allowing nurses and hospital staff the opportunity to coordinate social services or resources to support the patient. The project discovered that patients shared more information when a Social Determinants of Health screening tool was used at the point of care, even when staff had an established relationship with the patient. Examples are the inability to pay for medication or the need for transportation for their appointments. Additionally, the development of tools, resources, and trainings to strengthen staff skills to lead SDOH conversations and support patients increased the confidence of hospital staff to do so. The result of preliminary data includes potential shorter lengths of stay with early interventions as a result of screening.

### **BIPOC Health Careers Ecosystem**

The vision of the organization is as follows: As leaders of color, we envision a healthcare system in which historically under-represented minoritized (URM) students are integrated in leadership roles. Give structural racism, we need novel strategies to nurture indigenous, Black, Latinx, and Pacific Islander students to enter post-baccalaureate healthcare degree programs. We believe this approach holds promise for lowering the healthcare disparities affecting URM communities and dismantling the systemic racism that has driven policies and practices. For more information, see [www.health-ecosystem.org](http://www.health-ecosystem.org).

### **Critical Gaps in the Nursing Workforce**

**Critical Gaps** workgroups were created in response to nursing workforce supply data reports produced by the WCN and the University of Washington Center for Health Workforce Studies. Supply data show characteristics of the nurses including age, gender, race, practice specialty, general geographic practice location vs. general geographic residential location, part-time vs. full-time employment, educational attainment, and other characteristics. As a result of this data, six workgroups were established.

Recently, the groups identified two overarching goals:

- To increase racial and ethnic diversity of the nursing workforce
- To increase access to clinical practice education for both student and practicing nurses

### Critical Gaps Workgroup on Diversity

This workgroup focuses on actions that improve data on nursing workforce diversity, supporting diverse nurses in career development and identifying trends in nursing education data. This workgroup also assisted other Critical Gaps groups in defining strategic directions to improve nursing workforce diversity in their area of focus.

### Critical Gaps Workgroup on Nursing Education

This group designed and implemented academic progression for LPNs, including an LPN Direct Transfer Agreement to BSN recognizing, aims to create open access resources for nursing schools on holistic admissions and emergency management simulations. In addition, this group is conducting a study of

the effective use of simulation and share information with the Council on Nursing Education in Washington State.

#### Critical Gaps Workgroup on the Rural Nursing Workforce

This workgroup focuses on convening nursing educators, rural clinical sites, and relevant agencies and organizations to discuss the needs of education programs, preceptors/clinics, and students regarding clinical training and the barriers to providing rural clinical training opportunities.

#### Critical Gaps on Long Term Care Workforce

This group aims to introduce nursing students to needed skills in this setting, link educational programs directly with the LTC healthcare delivery, develop and pilot RN residency programs, and develop tools for conducting climate and diversity, equity, and inclusion assessments.

#### Critical Gaps on Advanced Practice Nursing

This group seeks to gather additional data on the demand for advanced practice nurses, including nurse practitioners, certified nurse midwives, certified nurse anesthetists, and clinical nurse specialists. In addition, they are exploring how to strengthen preceptors available for psychiatric mental health nurse practitioners.

#### Critical Gaps Workgroup on Community and Public Health Nursing

The goal of this Critical Gaps workgroup is to increase BIPOC nursing student awareness of and interest in careers in nursing education and public health nursing and their roles in addressing social determinants of health and health disparities. This group is currently focusing on recruiting nurses practicing population health (such as school nurses) to engage with the UW HRSA grant to strengthen nursing workforce diversity among nurses practicing in population health.

### **Diverse Nurse Faculty Mentoring**

An analysis of the nursing education workforce in Washington shows that nursing faculty are not representative of the diversity of the State's population. To help address this, the WCN worked with the Colorado Center for Nursing Excellence (Colorado State's Center for Nursing) to develop a Diverse Nurse Faculty Mentorship Program to support the culturally competent mentoring of diverse nurse faculty and increase retention. The planning committee included faculty from across Washington, and a pilot program with 14 sets of mentors and mentees began in January 2022. The mentorship program is structured to include a two-day Mentor Training Institute (MTI), coaching sessions, individual Inter-Development Inventory coaching sessions for participants, and an evaluation of the program for quality improvement by WCN. A second MTI is planned for January of 2023.

### **Foundation for Health Care Quality Collaborative Social Need and Health Equity Steering Committee to**

This group aims to develop recommendations to address and assess SDOH and health disparities in clinical spaces. The statewide group aims to translate existing guidelines on social needs and health equity into an action plan for addressing social needs and achieving health equity in Washington state. Examples of organizations represented include the WA State Health Care Authority, the WA State Medical Association, health insurance payors, the WCN, federally qualified health centers, and others.

## North Sound Accountable Community of Health People of Color Gatherings

These are bi-monthly virtual meetings for and by POC living and working in the state of Washington. This is an intergenerational virtual safe space for POC to come together, connect, and support one another in healing, learning, and finding ways to take social and political action.

## Reckoning with Racism in Nursing

Reckoning with Racism in Nursing is an international group of nurses started by Lucinda Canty, Peggy Chinn, and Christina Nyrati. During the course, the discussions were so riveting that Sue Hagedorn, a nurse and filmmaker, thought it would be wise to capture the stories for educational purposes so that nurses in all areas of practice could learn. A team of nurses, combined with StoryCenter and Seedworks, set out to create a documentary on “Racism in Nursing” with the hope of learning across all BIPOC groups. Last fall (2021) they held a workshop at UMass at Amherst. They received positive feedback from the over 300 attendees. The group has created three thematic, and 40 interviews were published. The group is in the process of developing a curriculum to guide people on how to use the videos. More information can be found at [www.rn-reckoning.org](http://www.rn-reckoning.org)

## Sexual Assault Nurse Examiner Fellowship

The WCN is a member of a five-state network that includes Colorado, Wyoming, Oregon, and New Mexico under a HRSA grant to promote education and clinical training to prepare nurses in rural areas for International Association of Forensic Nursing certification. Washington data shows a severe lack of SANE nurses statewide, particularly in rural areas. Across the five states, about 25 nurses per year for three years will receive funding to support education, clinical training, and associated expenses such as IAFN membership and travel costs. WCN has received the most applicants for the first year of the grant, receiving over 60 applicants for 2022. WCN’S goal is to support 10 nurses per year for three years. WCN encourages diverse nurses to apply.

## So You Want to Be a Professor Workshops

The WCN hosts free virtual workshops to encourage diverse nursing students and practicing nurses to consider a career in nursing education. These workshops provide information on nurse educator roles in public universities, private colleges and universities, and community and technical colleges. Workshop faculty are current nurse educators with diverse backgrounds. Participants identify the requirements and competencies to teach in a nursing program; describe the roles and expectations of a nursing professor in teaching, research, and service; and hear about paths to becoming a nurse educator in Washington. The WCN also provides skills workshops to participants to support their success in applying for nurse educator roles.

## UW HRSA grant to strengthen nursing workforce diversity in nursing education and population health

The University of Washington School of Nursing (located in Bothell, Seattle, and Tacoma) is implementing the Advancing BIPOC (Black, Indigenous, People of Color) Learning and Engagement (ABLE) Nursing Progression Project. The Project includes the following core initiatives: 1) Producing So You Want to be a Professor workshops to encourage diverse students to consider nursing education as

a career. These workshops are developed and provided by WCN annually 2) Developing and producing, in collaboration with WCN, annual Caring for Communities Workshops to encourage nurses to consider population health nursing practice roles, and 3) Developing a sustainable network of academic institutions, multi-cultural nursing associations, and healthcare institutions to collaborate on anti-racist and inclusive programming. Skill building and networking supplement workshops. In addition, a needs assessment is in progress to determine how multicultural nursing organizations can further provide mentoring and support to nursing students and practicing nurses.

### **WCN Impact of COVID-19 on the Nursing Workforce Studies for 2020 and 2021**

The WCN completed two studies on the impact of COVID-19 on the nursing workforce to provide a snapshot of impact to nursing students, CNAs, LPNs, RNs, and ARNPs in 2020 and LPNs, RNs, and ARNPs 2021. For the 2020 study, a convenience study conducted a survey and focus group interviews to include issues such as nursing turn-over, NCLEX passage rates, perceptions of management and staff nurse relationships, availability of PPE and perceptions of racially diverse nurses during the first year of the pandemic. After feedback from a steering committee, a repeat study was conducted in 2021 to obtain a representative sample and a deeper look at the mental health needs of nurses. The reports can be viewed at <https://www.wcnursing.org/data-reports-publications/>

### **WA State Hospital Association efforts**

Working in hospitals through the pandemic has been a shared trauma. Washington hospital leaders have committed to providing evidence-based trauma support services to staff. WSHA is supporting these efforts by convening leaders to share and spread best practices. For example, MultiCare's Code Lavender program was presented at a Quality Leader Collaborative earlier this year where hospital leaders across the state learned how they could adopt a similar program. WSHA is also working with the Schwartz Center for Compassionate Care to pilot an innovative approach to providing virtual Schwartz Rounds access to rural healthcare staff. Schwartz Rounds are a proven to decrease feelings of stress and isolation as well as improve and sustain caregiver's readiness to respond to patient's emotional needs. The pilot will include several rural hospitals collectively experiencing Schwartz Rounds facilitated by trained WSHA Safety and Quality staff.

### **Washington State Public Health Advisory Board**

Established in 2021 by House Bill 1152, the Board is charged with providing feedback to the state on public health systems. The Board will monitor the performance of the governmental public health system, evaluate the use of public health services funding by the governmental public health system, develop goals and a direction for public health in Washington and provide recommendations to improve public health performance.