



**Nurses as Agents of Change**  
**Making Change Happen:**  
Leadership, Advocacy and Activism  
in Action

**2nd Annual**  
**Public Health Nurses' Day**  
**May 31, 2024**

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Vice Dean – Duke School of Nursing

Immediate Past president - American Nurses Association

President



No conflicts to report





# NURSES WEEK

AMERICAN NURSES ASSOCIATION

**MAY 6-12, 2024**





**NURSES** make the  
**Difference**

resilient

Compassionate

powerful

Innovative

knowledge

skilled

generous

**BRAVE**

Authoritative

forceful

calm

dependent

urgent

IOUS

STENT

IDEAS

Hardworking

Confident

# ANA ENTERPRISE

A healthy world  
through the power  
of nursing



**American Nurses Association**  
POLICY,  
SCOPE & STANDARDS,  
ADVOCACY



**American Nurses Foundation**  
CHARITABLE  
CONTRIBUTIONS  
& RESEARCH



**American Nurses Credentialing Center**  
CREDENTIALING  
& CERTIFICATION



**49 STATES, GUAM, VIRGIN ISLANDS  
& INDIVIDUAL MEMBER DIVISION**



**39 ORGANIZATIONAL  
AFFILIATES**



# Vision, Mission, Goals, and Values



## VISION

A healthy world through the power of nursing



## MISSION

Lead the profession to shape the future of nursing and healthcare



## GOALS

**Elevate** the profession of nurses globally

**Engage** all nurses to ensure professional success

**Evolve** the practice of nursing to transform healthcare

**Enable** transformational capabilities through operational excellence



## VALUES

- Trusted
- Inclusive
- Innovative
- Empowered

# Our Goals in Action

## DEFINITION OF AN ASSOCIATION:

A group of people banded together for a purpose



**ELEVATE**  
THE PROFESSION



**ENGAGE**  
NURSES



**EVOLVE**  
HEALTH CARE



**EXCEL**  
IN A CRISIS



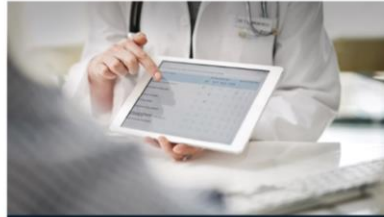
RANKED MOST  
***HONEST &  
ETHICAL***

America's 4.3 million  
nurses rank #1 in  
Gallup's annual poll.





## RELATED CONTENT



### COVID-19 Survey Series Results

The American Nurses Foundation and the American Nurses Association launched the Pulse on the Nation's Nurses Survey Series at the start of the COVID-19 pandemic. All data gathered will be used to inform decisions about how to best support nurses during this public health crisis and beyond.

[READ MORE](#)



### Free Tools to Support Nurses' Mental Health and Resilience

Explore the free tools and resources offered through the American Nurses Foundation's Well-Being Initiative, including Moodfit and Happy Apps

[READ MORE](#)



### Clinical Information

The American Nurses Association supports your ongoing efforts centered on education, prevention, and treatment to mitigate the spread of SARS CoV-2. Continue reading to learn more about the basics of SARS CoV-2 and its associated illness, COVID-19, and find an overview of preparedness and infection control measures.

[READ MORE](#)



[NursingWorld.org/Coronavirus](https://www.nursingworld.org/coronavirus)

Resources to support  
the mental health and  
resilience of nurses



# Well-Being

INITIATIVE





”

Everyone five and older  
can get a COVID vaccine.





# Reflect and Recover

# Society & Nursing





# Advocacy & Leadership



# 120+ Years of Nursing Leadership





# ANA's Principles for Health System Transformation



# Advocacy

is the act or process of pleading for, supporting, or recommending a cause or course of action.



# When Nurses Talk, Washington Listens





## Addressing the Nation's Nurse Staffing Crisis



# When Nurses Talk Raleigh Listens



## CHAPTER 1 BACKGROUND ON NORTH CAROLINA'S NURSING WORKFORCE

## CHAPTER 2 PREPARING FUTURE NURSES

### RECOMMENDATION 1

Develop a strong and diverse nursing workforce that is representative of the communities served and is prepared to meet the growing health care needs of North Carolinians



 **NCIOM**

**TIME FOR ACTION:**  
Securing A Strong Nursing  
Workforce for North Carolina

**MAY 2024**





## CHAPTER 3 DEVELOPING, SUSTAINING, AND RETAINING NURSES IN THEIR CAREERS

### RECOMMENDATION 2

Enhance the educational and career advancement of nurses through all stages of their careers, particularly those serving in practice environments experiencing persistent shortage

### RECOMMENDATION 3

Ensure a workplace culture that values the physical and psychological safety and well-being of nurses

### RECOMMENDATION 4

Expand the role of nurses in leadership, shared decision-making, and team communication

### RECOMMENDATION 5

Improve retention of nurses in practice environments with high rates of turnover or vacancies by addressing work environment issues such as workloads



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**TIME FOR ACTION:**  
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## CHAPTER 4

### VALUING THE WORK OF NURSES

#### RECOMMENDATION 6

Equip nurses and the public to be strong advocates for nursing and health care Improvement

#### RECOMMENDATION 7

Quantify the value of nursing care

#### RECOMMENDATION 8

Optimize payment for health care services to support nursing care



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Securing A Strong Nursing  
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**MAY 2024**





# Recognizing & Addressing Racism in Nursing





## Become story catchers

Be intentional when hearing about other people's experiences. To hear is to learn and understand, which leads to empathy with the person.



## Be genuine

Do what you say you will do. Keep your word -- if you do not have trust, you cannot be an ally.

3



## Manage me

Resist "amygdala hijacking", where generalizations cause you to act out of previous fear and pain, thus letting emotions take control of your reasoning.

4



**Maximize curiosity.**  
**Minimize certainty.**

Ask yourself, "Why am I thinking this about this person?", "Where did this originate from?", and "Do I know what I think I know to be true?"

5



## Distribute power

Give voice to, and support with concrete action, those without power. Minimize power plays in promotion, hiring, and patient assignments.

6



## **Preserve the dignity of others**

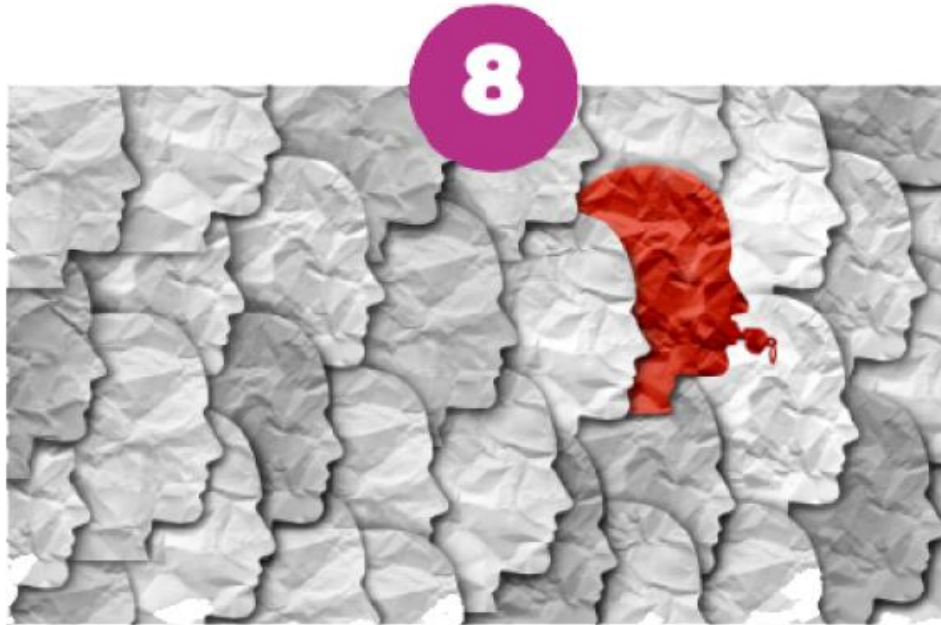
See the humanity in others. Are you viewing colleagues as a deficit to your team, rather than an asset and why?



## Stop labeling others

See people as people. Eliminate ideas about superiority, inferiority, and where to place people on a hierarchy.





## Expose unwritten rules

Examine your systems. Bias cannot be avoided so tweak your systems to overcome it. Pivot to make adjustments based on what is going on in the world.

9



## Support authenticity

Allow each person to be their authentic selves. Accept them with their differences. Don't force people to lose their uniqueness.

10



## Manage perception

Consider how your decision/policy will impact or affect those not part of the decision process.

Don't get caught up in your own intent. The receiver only knows impact of what was done.



**It starts with us!**

# Important things to remember when talking with your legislator

- **You are a registered Nurse**
- **You are one of their constituents**
- **You are a concerned constituent**
- **You are one of \_\_\_\_\_ nurses in their district/state.**
- **You are a REGISTERED VOTER and...YOU VOTE!!!**





# SHARE YOUR VOICE



RNAction

H. R. 2411 – National Nursing Workforce Center Act

S. 2853: Train More Nurses Act

H. R. 3768: Midwives for MOMS Act of 2023

H. R. 4328: National Nursing Shortage Task Force Act of 2023

**H.R.1384 - Mainstreaming Addiction Treatment Act of 2021**

**H.R.467 - HALT Fentanyl Act**

# WHY SHOULD I CARE?



# Future Advancement of Academic Nursing (FAAN Act, H.R. 7266/S.3770

- **The FAAN Act would make critical investments in schools of nursing to help rebuild the nursing workforce and ensure patients' access to timely care. Help prepare the future nursing workforce by taking action!**



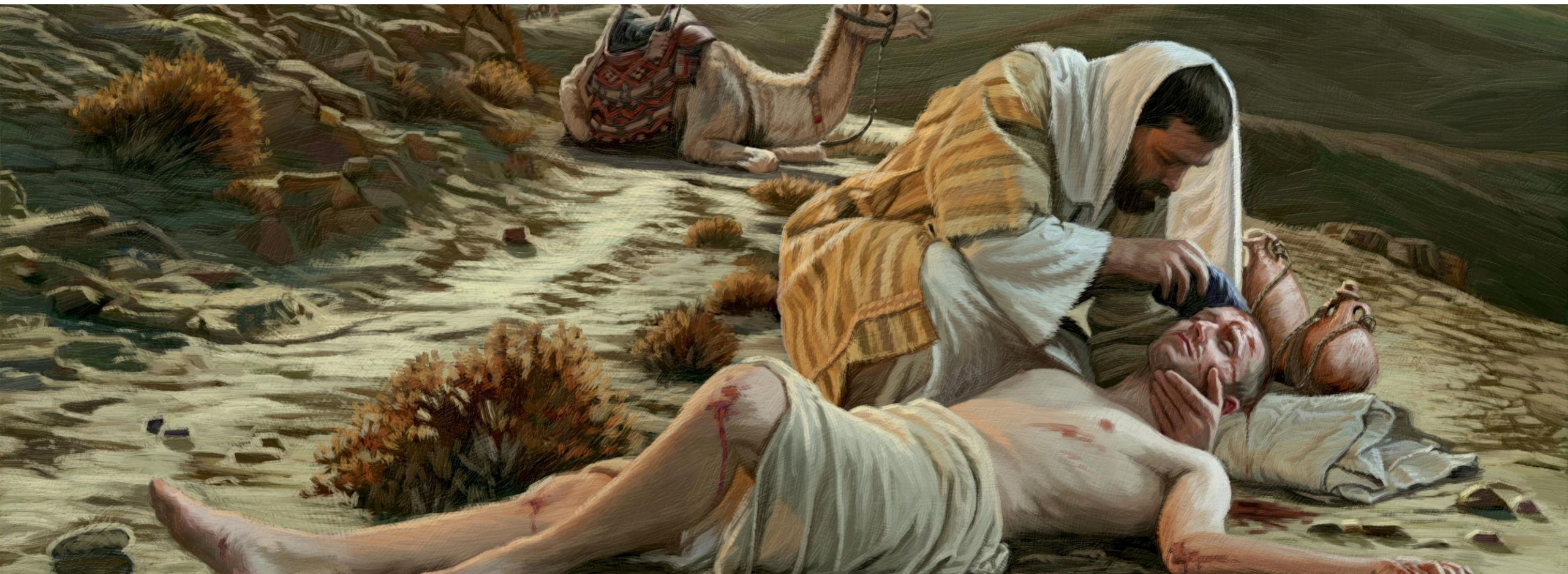


## THE BLACK MATERNAL HEALTH MOMNIBUS ACT

- **The U.S. is one of only a few countries where maternal mortality rates are actually rising. Data from the CDC indicates that more than 80% of pregnancy related deaths in the U.S. are preventable. Let's tell Congress to do something about it!**



ARE YOU THE GOOD SEMARITAN?





# Reimagining Nursing for a Healthier Future

# Reimagining Nursing Initiative

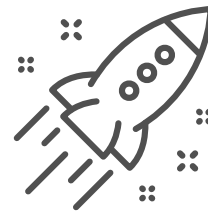


## Defining the Future of Nursing

Healthy Nurse, Healthy Nation; Total Health



*Lay the Foundation*  
*Identify Key Funding*



*Stimulate Rapid Change*  
*Learn from Pilot States*



**PHASE 1**  
**Creating the Vision**

Convene 16 of the best innovative minds to re-envision nursing education, regulation, and practice.

**PHASE 2**  
**Tests of Change**

Partner with target states to launch pilot change concepts to address 3 barrier areas.

**PHASE 3**  
**Adapt and Spread**

Build on the momentum of pilot sites. Drive meaningful change across the country.

# *The* **Future** *of* **Nursing**

2020 – 2030

Charting a Path to  
Achieve Health Equity



NATIONAL  
ACADEMY  
of MEDICINE

*The National  
Academies of*

SCIENCES  
ENGINEERING  
MEDICINE



**ANA**

AMERICAN NURSES ASSOCIATION



# Thank you!

**Coronavirus Resource Center**  
[NursingWorld.org/Coronavirus](https://NursingWorld.org/Coronavirus)

**Nurse Advocacy**  
[Rnaction.org](https://Rnaction.org)

**Resources for Addressing Racism in Nursing**  
[NursingWorld.org/PracticePolicy/Workforce/Racism-in-nursing](https://NursingWorld.org/PracticePolicy/Workforce/Racism-in-nursing)



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