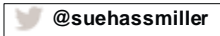


## The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity

August 9, 2021  
Susan B. Hassmiller, PhD, RN, FAAN, RWJF Senior Advisor for Nursing,  
and Senior Scholar-in-Residence, National Academy of Medicine



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## School Nurses Are Key to Health Equity

Use report as tool to get more support:

- Check out pp. 108-111, p. 160, and pp. 165-168
- **Recommendation 5** includes specific information on funding for school nurses (p. 366)



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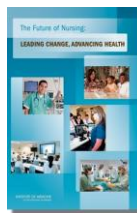
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## We've Built Capacity in Nursing!

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

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



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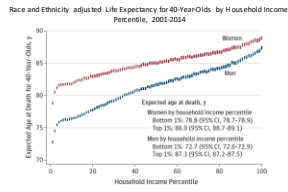
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## Association Between Income and Life Expectancy in the United States

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.

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## The Report

### Committee Vision:

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



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## 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



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## 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 greater Boston  
was redlined in the 1930s

Source: dsl.Richmond.edu

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## 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



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## 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



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## COVID-19 and Inequities

### School closures exacerbate inequities:

- Low-income parents less likely to be able to work from home or take time to help children with school work
- Poorer children more likely to lack computers and Internet access
- Poorer children more likely to rely on school-based services for nutritional, physical, and mental health needs



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## COVID-19 and Children

### Mental Health Crisis Unfolding

- Children's routines have been disrupted
- Depression and anxiety have risen with social isolation
- Tens of thousands have lost a parent to COVID-19
- Many children have experienced learning loss



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## Dismantle Structural Racism

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



Source: Frank Porter Graham Child Development Institute

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## Key Takeaways and Recommendations



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



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

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## Takeaway 1: Value Nurses' Contributions

### Better support school nurses:

- Lifeline for low-income children
- Detect illnesses early, provide mental health support and manage chronic conditions

### Need to expand, strengthen and diversify community and public health nursing



Example: Lisa Patch  
Source: Cronkite news

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## Takeaway 1: Value Nurses' Contributions

### Example: Robin Cogan's Community Cafés



A View from a Community Café at Mi Casita PK

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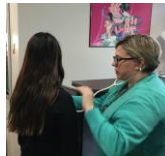
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## Takeaway 1: Value Nurses' Contributions

### 25% of schools have no nurse

Few schools bill Medicaid for services because process is cumbersome

**Recommendation:** Government and payers should establish sustainable and flexible payment mechanisms to support school nurses in advancing health equity



Source: Melissa Kunz

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## Takeaway 1: Value Nurses' Contributions

### Recommendations pertaining to school nurses:

- Increase the number of school nurses
- Ensure adequate funding for school nurses:
  - Implement state policies to allow school nurses to bill Medicaid
  - Reimburse school nursing services that include collaboration with clinical and community health providers
  - Leverage non-profit hospital community benefit requirements to create partnerships with school nursing, primary care, and others



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## Takeaway 2: 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



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## Takeaway 2: 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



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## Takeaway 2: 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



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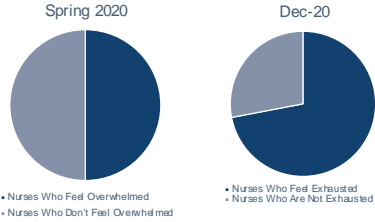
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### Takeaway 3: Fully Support Nurses

#### Pandemic has exacerbated nurses' moral distress



22 Source: American Nurses Foundation Survey of 12,000 nurses

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### Takeaway 3: 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

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### Takeaway 3: 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



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## Takeaway 4: 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, and telehealth
- Manage and coordinate team-based care



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## Takeaway 4: 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



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## Getting Involved: School Nurses

- Form or join multisector community partnerships
- Get involved in your local non-profit hospital's community health needs assessment
- Assess the social determinants of health and social needs for students and their families
- Connect families to resources



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## Getting Involved: School Nurses

- Encourage the inclusion of a curriculum that addresses racism
- Share your expertise with the school community
- Advocate to ensure a school nurse in every building



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## 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

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## Thank You



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

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