

Nurses Have Needs Too!

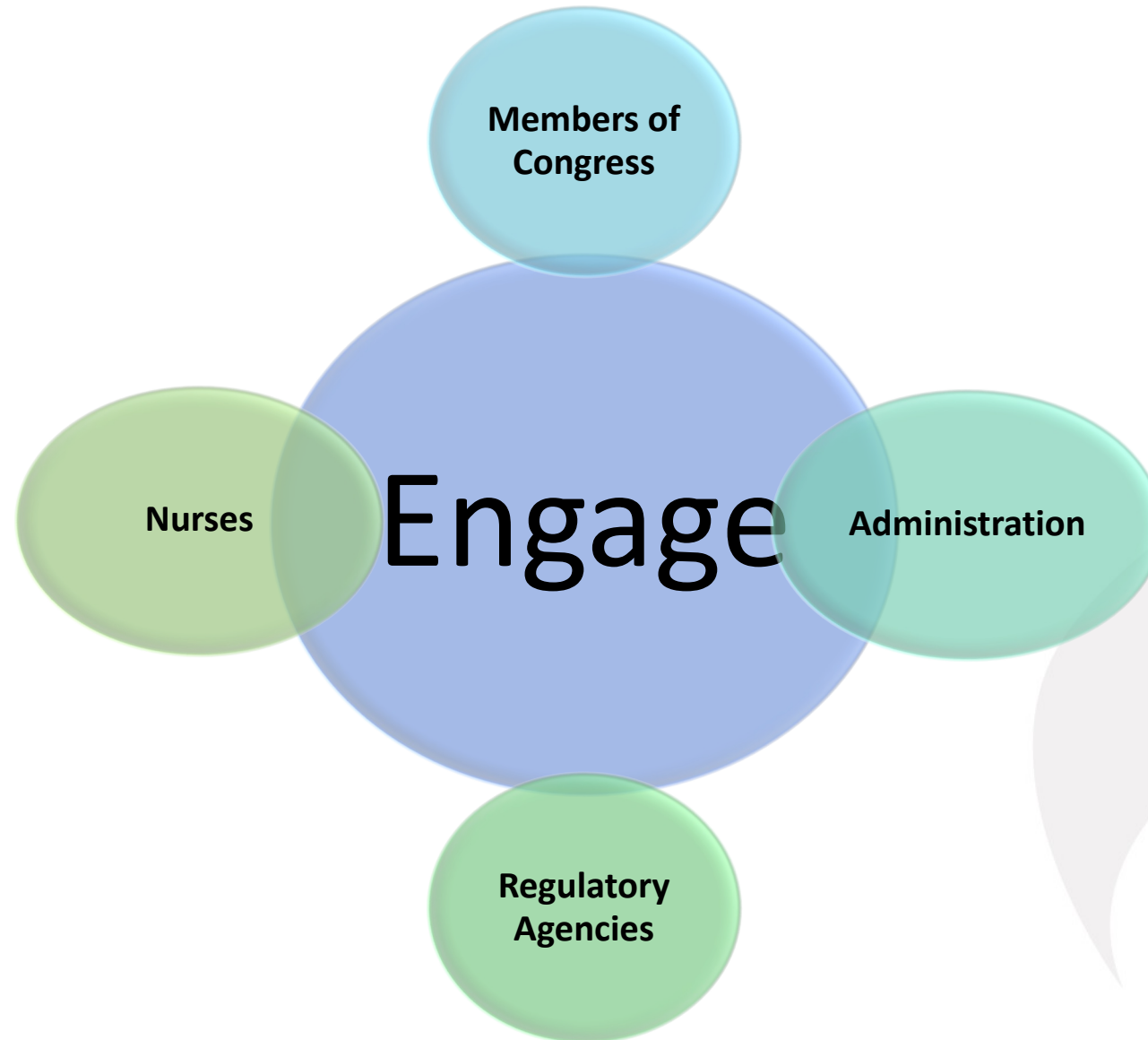
*Policy Priorities and Advocacy
to Care for the
Nursing Workforce*

Lisa Stand, JD
April 6, 2022



- ❖ Represents the interests of the nation's 4.3 million registered nurses
- ❖ Is at the forefront of improving the quality of care for all

ANA Department of Policy and Government Affairs



Topics Covered

How are
nurses
doing?

Connecting
with public
policy

Activating
nurse
advocates

Listening to one another



**Nurses, how
are you *today*?**



COVID-19 Year 2 Survey*

11,964
respondents

21 days
Jan 8 – 29, 2022

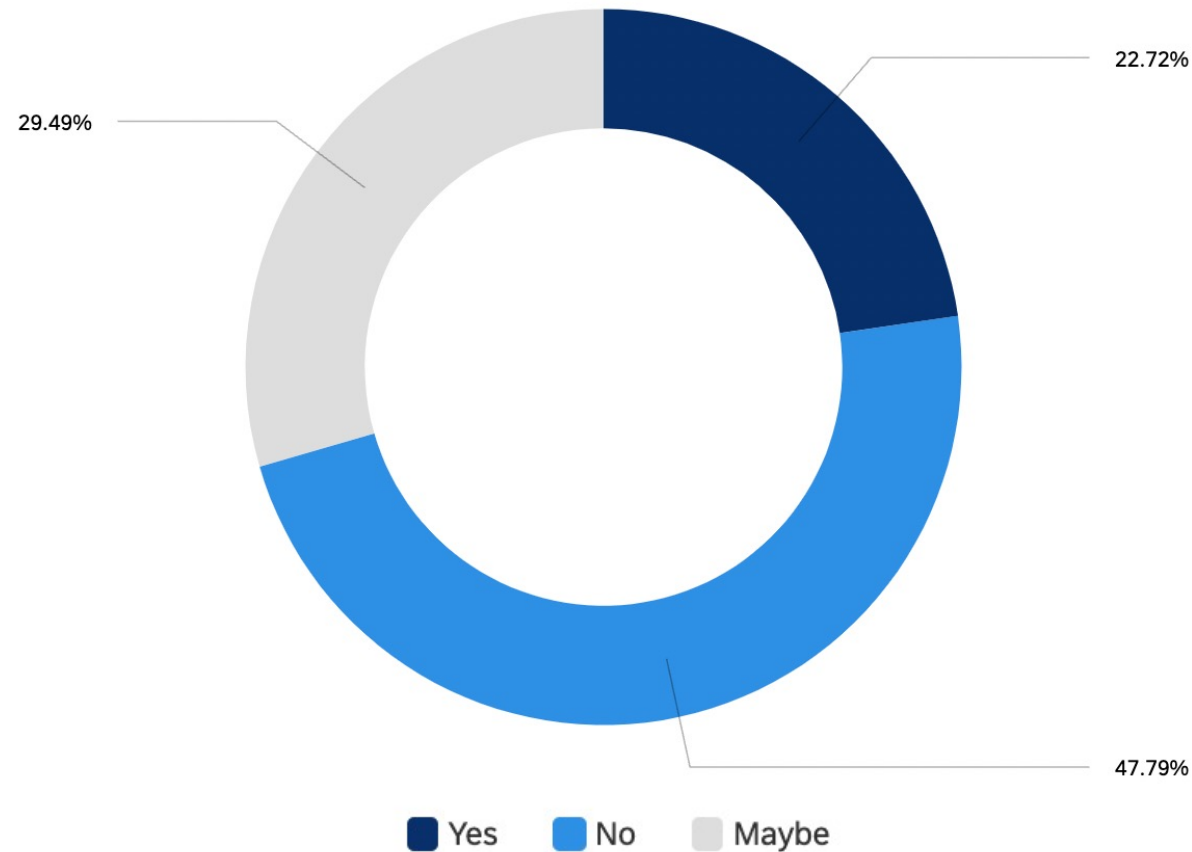
Follows Nat'l Age and
Gender Data Trends

91% Female; 7.35% Male

81.25% FT; 14.2% PT

All 50 states represented

Do you intend to leave your position in the next six months?



> Yes to leaving position:

Hispanic/Latino (32.1%)

Black/AA (28.1%)

NA/Alaskan Native (31.8%)

White (21.4%) least likely

Travel (36.4%)

Intensive/critical care (32%)

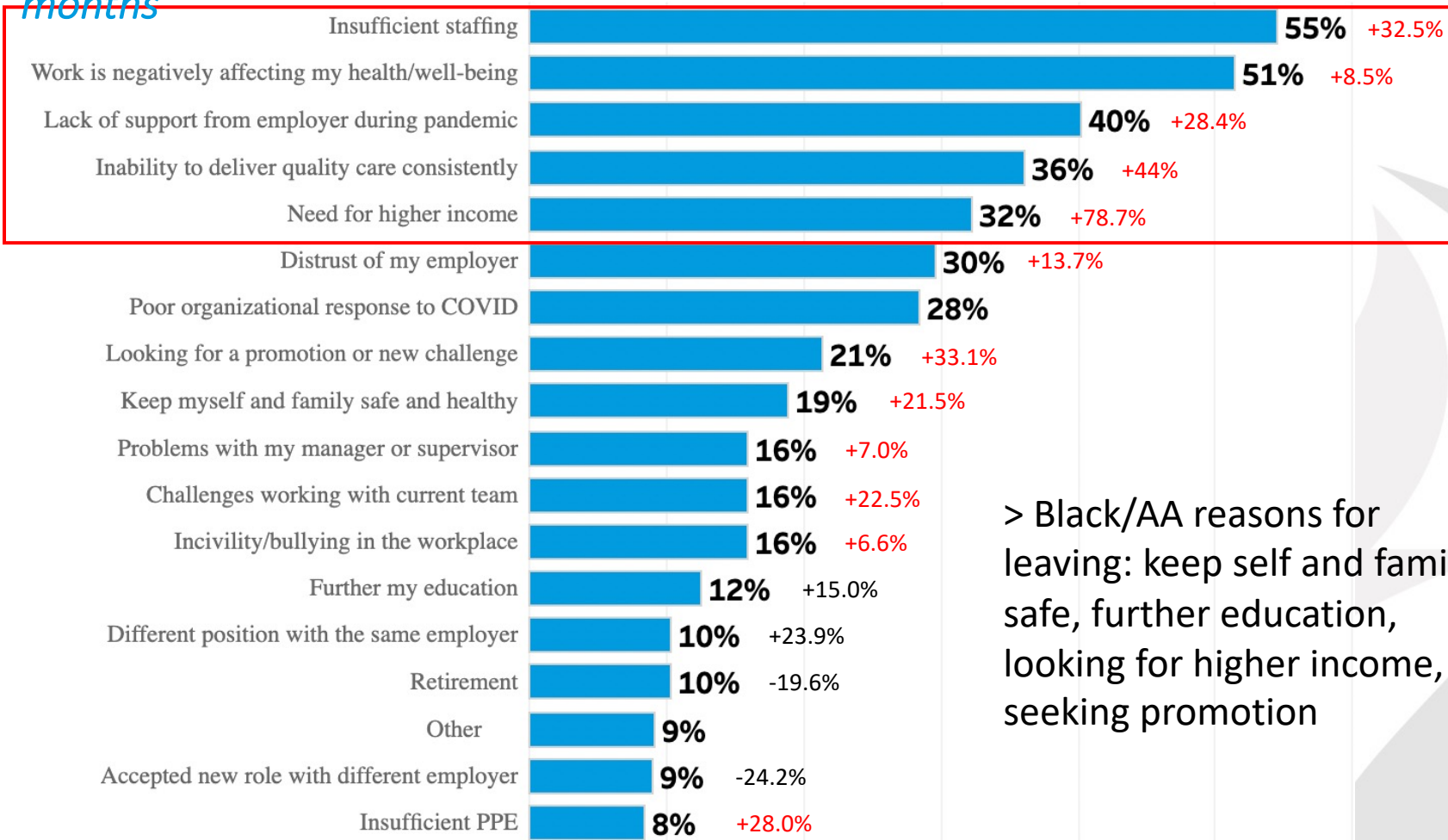
Acute care (31.4%)

ED nurses (28.7%)

Under 25 (36.6%)

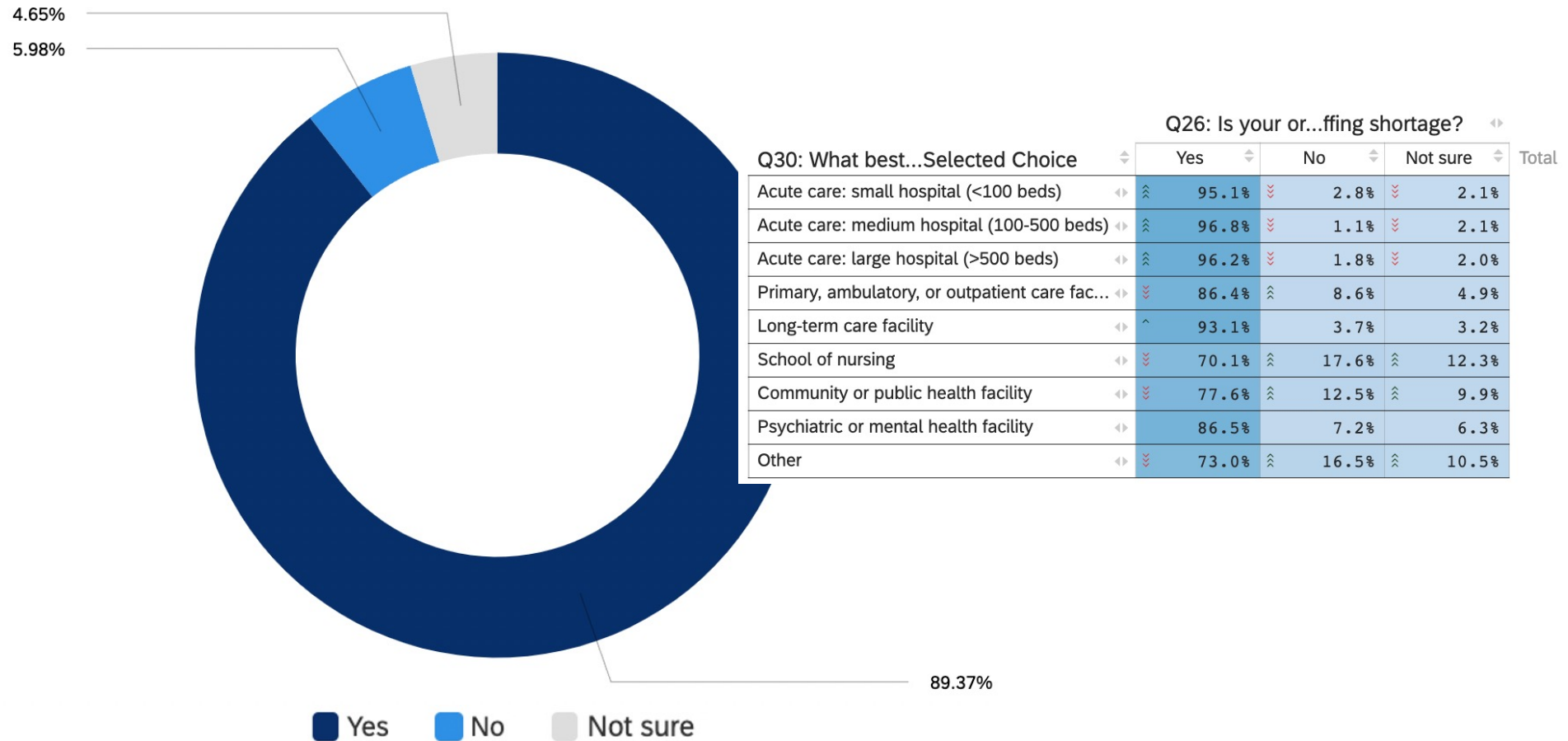
25-34 (30.3%)

Please check the following reasons for wanting to leave your position. *Check all that apply.* *Trend over six months

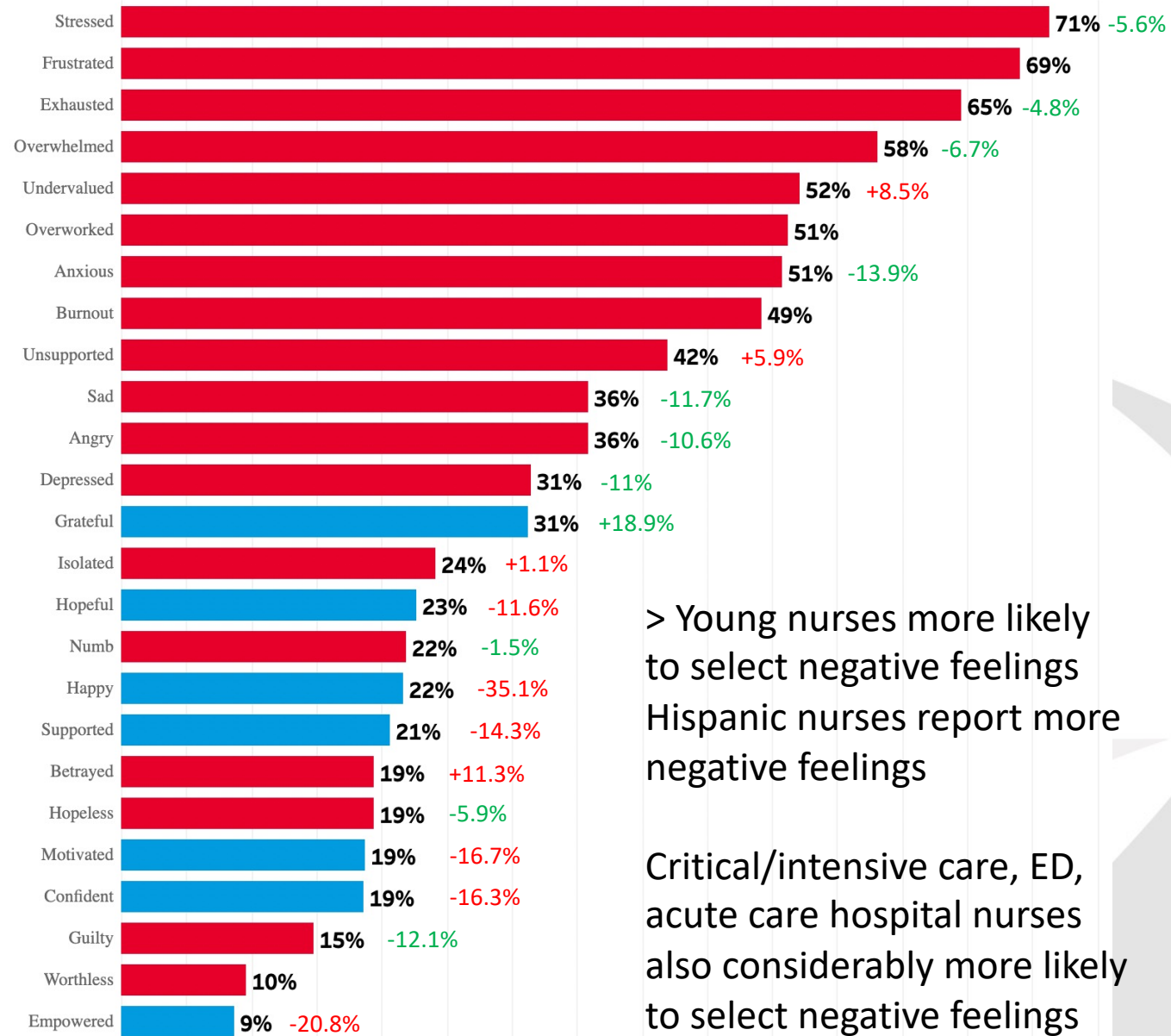


> Black/AA reasons for leaving: keep self and family safe, further education, looking for higher income, seeking promotion

Is your organization currently experiencing a staffing shortage?



In the past 14 days, have you experienced any of the following feelings? Check all that apply. *Trend over six months



> Young nurses more likely to select negative feelings
Hispanic nurses report more negative feelings

Critical/intensive care, ED, acute care hospital nurses also considerably more likely to select negative feelings

Violence and Bullying

1 in 4 nurses have experienced workplace violence

Healthcare workers 5X more likely to experience

Increased incidence during pandemic



Policy Directions



September 1, 2021

The Honorable Xavier Becerra
Secretary
Department of Health and Human Services
Hubert H. Humphrey Building, Room 509F
200 Independence Avenue SW
Washington, DC 20201

Dear Secretary Becerra:

On behalf of the American Nurses Association (ANA), I write to urge robust and immediate action to address the unsustainable nurse staffing shortage facing our country. Nurses have remained steadfast on the front lines since the beginning of the pandemic, while overcoming challenges, risks to their personal health and safety such as limited personal protective equipment and the physical, emotional and mental health burden of the COVID-19 virus. Now, the Delta variant is causing cases to soar, overrunning hospital and staff capacity. These current circumstances have only exacerbated underlying, chronic nursing workforce challenges that have persisted for years. Since the nation began COVID-19

numbers of COVID-19 cases, will have long-term repercussions for the profession, the entire health care delivery system, and ultimately, on the health of the nation. **To address this crisis and to ensure that we have a strong nursing workforce for the future, ANA urges the Administration to declare a national nurse staffing crisis and take immediate steps to develop and implement both short- and long-term solutions.**

delivery system, and ultimately, on the health of the nation. **To address this crisis and to ensure that we have a strong nursing workforce for the future, ANA urges the Administration to declare a national nurse staffing crisis and take immediate steps to develop and implement both short- and long-term solutions.**



Progress in Federal Funding for 2022

- ✓ More funding for nursing workforce development
- ✓ More funding for nursing research
- ✓ VA clinician pay caps lifted
- ✓ NP fellowship program
- ✓ Study of nursing workforce in rural areas
- ✓ More funding to train sexual assault nurse examiners

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Legislation Examples: hr5, sres9, "health care" MORE OPTIONS ▾

[Home](#) > [Legislation](#) > [117th Congress](#) > H.R.2471

H.R.2471 - Consolidated Appropriations Act, 2022

117th Congress (2021-2022) | [Get alerts](#)

LAW Hide Overview ✕

Sponsor: [Rep. Jeffries, Hakeem S. \[D-NY-8\]](#) (Introduced 04/13/2021)

Committees: House - Foreign Affairs | Senate - Foreign Relations

Committee Meetings: [04/21/21 2:00PM](#)

Latest Action: 03/15/2022 Became Public Law No: 117-103. ([All Actions](#))

Roll Call Votes: There have been [8 roll call votes](#)

Notes: [The House Rules Committee Print](#), [joint explanatory statements](#), and [H.Rept. 117-269](#) from the House Rules Committee are available.

Tracker: ⓘ

Introduced > Passed House > Passed Senate > Resolving Differences > To President > **Became Law**

Center on Value of Nurses and Nursing Care

Mental
Health

Staffing for
Quality &
Safety

Pay

Job Safety

Well-Being





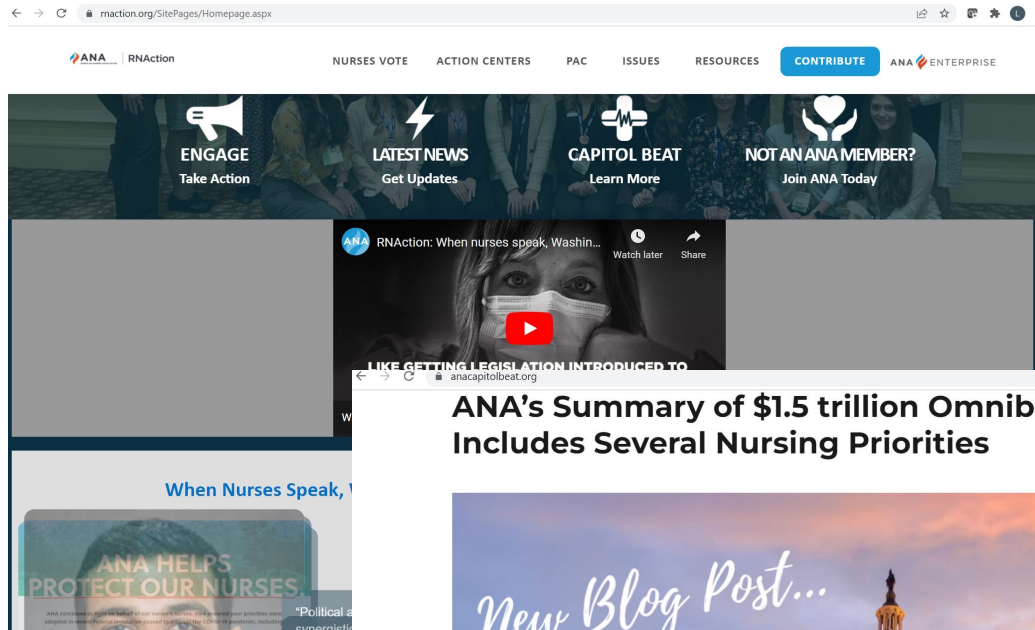
Code of Ethics for Nurses

with Interpretive
Statements

ADVOCACY

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

Nurses' Voices, Nursing's Future



ANA's Summary of \$1.5 trillion Omnibus Includes Several Nursing Priorities

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From the American Nurses Association

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How to Get Involved

ANA's 1-Stop
Advocacy Hub



Vision Statement:

The nursing profession exemplifies inclusivity, diversity, and equity creating an antiracist praxis and environments.

Mission Statement:

Set as the scope and standard of practice that nurses confront and mitigate systemic racism within the nursing profession and address the impact that racism has on nurses and nursing.

Definition of Racism:

Assaults on the human spirit in the form of biases, prejudices, and an ideology of superiority which persistently causes moral suffering and perpetuates injustices and inequities.



National Commission to Address Racism in Nursing

NATIONAL SURVEY TO UNDERSTAND RACISM IN NURSING

Nurses' Personal Experience with Racism in the Workplace



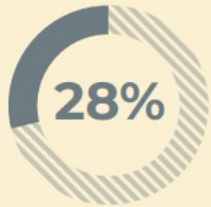
BLACK
NURSES



ASIAN
NURSES



HISPANIC
NURSES



WHITE
NURSES

OVER $\frac{3}{4}$

of Black nurses say racism negatively impacts their professional well-being

- Launched in October 2021
- Over 5,600 respondents from across the nation
- Press release on January 25, 2022

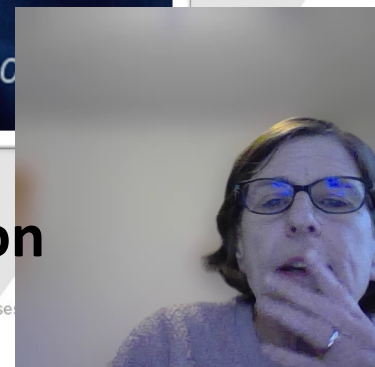
[Survey shows substantial racism in nursing](#)



National Commission to Address
Racism in Nursing

Over 7 in 10 of Black nurses say that
THERE'S A LOT OF RACISM
compared to 3 in 10 white nurses.

According to a nationwide survey of 5,623 nurses by the National Commission to Address Racism, October 7-31, 2020



Commit to Addressing Racism in Nursing

So that the nursing profession exemplifies
inclusivity, diversity, and equity.

- *Search* National Commission to Address Racism in Nursing for the website and other information



Thank You!

