

Background / Significance

Task force members voiced a deep connection to addressing equity in healthcare and together a vision statement emerged

Mission statement

"The YNH Nursing task force will contribute to setting the scope and standard practice that confronts and mitigates disparities in healthcare."

Vision statement

"To foster an inclusive nursing workforce and practice environment, and advance health equity."



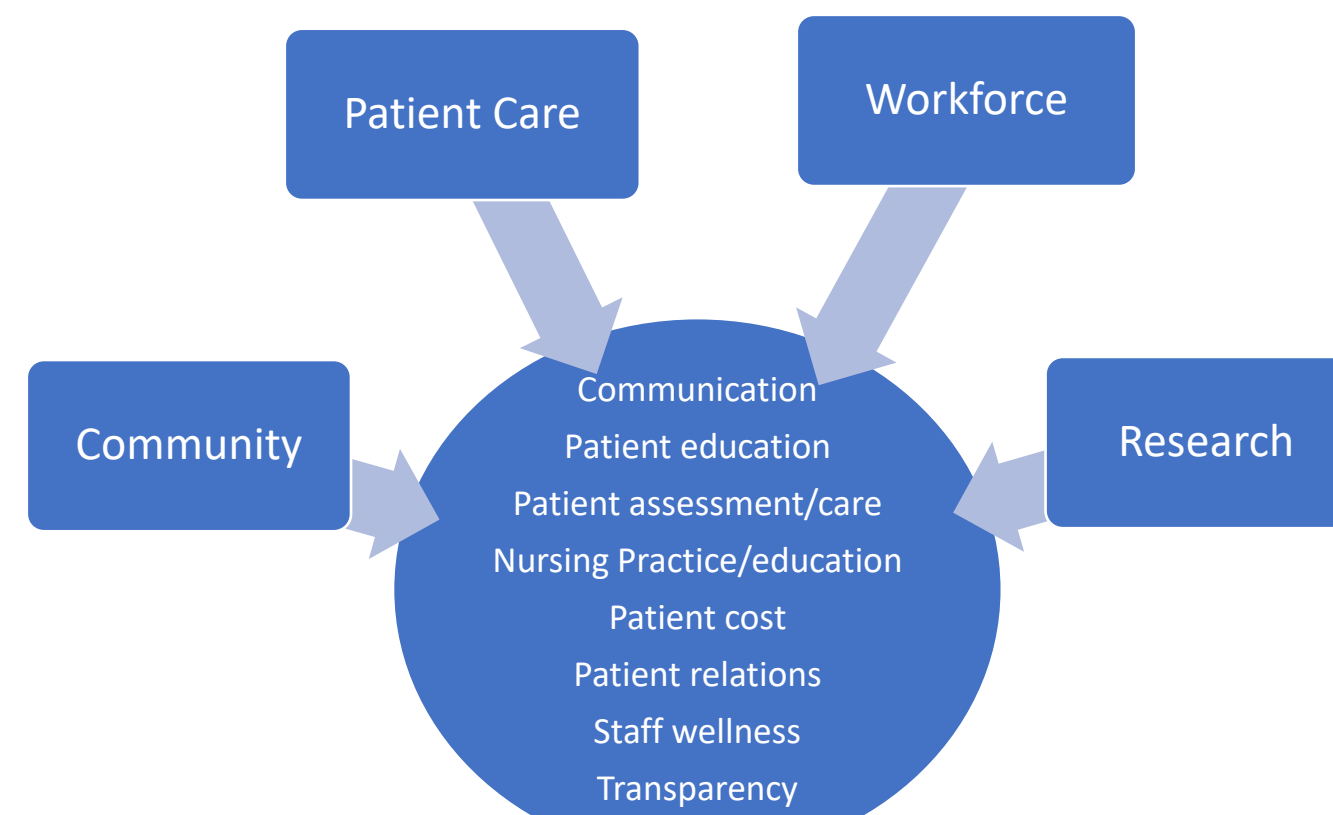
Purpose/Goals

Goals	Interventions
<ul style="list-style-type: none"> Initiate a Task force 	<ul style="list-style-type: none"> Volunteer call to action Identify co-chairs Structure meeting cadence Teambuilding/ Trust building with taskforce members Sharing of personal experiences Share books/ articles
<ul style="list-style-type: none"> Education -Symposium 	<ul style="list-style-type: none"> Keynote speakers Panelist-panel discussion (frontline staff, nursing leaders, nursing educators) Tabletop discussion Abstracts- poster presentations

- In 2019, as a result of the death of George Floyd and the heightened awareness of disparities in healthcare; nurse executives sponsored a nursing taskforce addressing disparities in nursing.
- The task force was voluntary, diverse and open to other complimentary roles .
- The charge was to develop two to three recommendations to address health disparities in the nursing workforce and nursing practice with the understanding that equity encompasses a much broader charge long term.
- The task force ultimately set the goal of creating an annual symposium.
- Through creating this symposium, we addressed the issue of health disparity in nursing for our first event with CE credits available to attendees.
- The symposium examined issues and trends associated with disparity in healthcare and explored effective strategies to actively address disparities within nursing practice.
- A call for abstracts for all topics involving health equity and disparities in one of each of the four focus areas was completed first
- A total of 10 submitted and accepted, two of which were indirectly connected to our task force work. This highlighted local work within the organization that others may not be aware of, further encouraging a culture of change.
- The abstracts were presented during poster presentations.
- Of the 10 abstracts, 4 were chosen by the task force to present their work at the symposium in a podium presentation for 15 minutes each.

Interventions

- We isolated four areas we wished to focus on, patient care, workforce, research and community.
- Disparities in nursing is prevalent both internally and externally and creating these four focus pillars enabled us to better recognize and distinguish different types of disparities that nurses encounter. Therefore, allowing us to better strategize and develop tools to mitigate immediate issues with the long-term focus of eradicating racism in healthcare.
- Two keynote speakers, pioneers on the topic, were selected along with a discussion panel of content experts to gain insight into how others in the nursing practice foster an inclusive nursing workforce and practice environment.
- The symposium ended with a breakout session empowering our attendees to work together to create meaningful solutions to the issues brought forward.
- Attendees were surveyed and critical questions were posed regarding current and future content as well as demographics. Demographics were voluntary and showed most attendees were nursing leaders who identify as Caucasian.



Interventions recommended for addressing disparities within the YNH system

- Annual/bi-annual diversity/inclusion training for each unit
- Engage staff in identifying, raising and reporting concerns so they can be addressed (changes culture)

Interventions recommended for addressing disparities in the context of patient care

- Initiatives regarding maternal morbidity and mortality
- Provide all providers with easy-to-access tools that help identify barriers to care

Recommended long term structure for continuing this work

- Include health equity into nursing shared governance structure
- Continuation of the work of the task force in the form of a long-term, formal committee, with voluntary members

Discussion

- We completed our charge, however, the path towards this goal was not a straight one; nor was it what we anticipated and was longer than expected. Our task force needed time to become comfortable with exploring and discussing their own feelings on the topic.
- The conversation portion of our task force was organic, and we learned it was the foundation for its success and empowering change.
- Data analysis was used initially to determine priorities for future symposiums and direction. It revealed nursing leadership identified the need to continue the conversation and for focused education aimed at approaches for addressing situations meaningfully.

"I plan on discussing this experience at the safety huddle and possibly starting a book club or journal club that is based on health equity. This will promote monthly conversation on the unit."

"More forums needed so that we can bring it to the table our concerns. make it mandatory for all health care workers to learn about health equity."

"I will incorporate this new knowledge into my work career, no matter what path I choose to take."

"Having conversations when we round as nurses about being inclusive and avoiding biases weekly."

"I will try my best to always recognize and respect my patient and colleagues ethnically and culturally."

"I will use the knowledge and the work today to collaborate with the nursing professional governance councils to continue this work at every level."



Outcomes

- Several members felt inspired to go back to their local departments and implement changes based on renewed engagement for health equity work.
- The next step in the process is the development of a council to continue the interdisciplinary work as well as leadership education. The critical conversation and work that continues, is the catalyst for an organizational culture change.



SCAN ME