

NurseTRUST

Powered by  
*RWJF Executive Nurse Fellow Alumni*

# ANNUAL SUMMIT

March 12-14, 2023

---



# Nurses Leading Health Equity in Education

Angela Amar, PhD, RN, FAAN, University of Nevada, Las Vegas

Karen Cox PhD, RN, FACHE, FAAN, President, Chamberlain University

Azita Emami, PhD, MSN, RNT, RN, FAAN, The Robert G. and Jean A. Reid  
Executive Dean of Nursing, University of Washington

Moderated by Ann H Cary, PhD MPH RN FNAP FAAN

**March 12-14 | New Orleans, LA**

# *Nursing Leading Health Equity in Education*

Angela Frederick Amar, PhD, RN, ANEF, FAAN

Dean & Professor, UNLV School of Nursing

RWJF Nurse Faculty Scholar 2008-2011



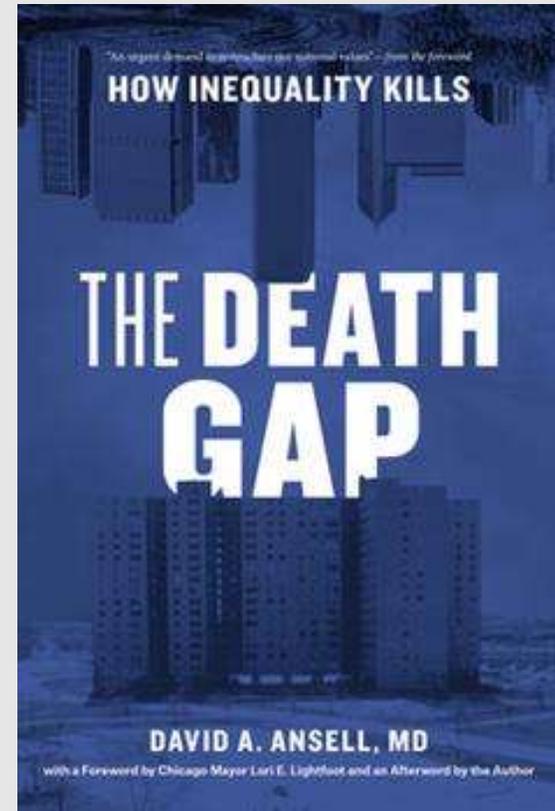
# Health Equity

- “Health equity the state in which everyone has a fair and just opportunity to attain their highest level of health (CDC)
- Inequities are reflected in differences in length of life, quality of life, rates of disease, disability, death, severity of disease and access to treatment



# Inequity Kills

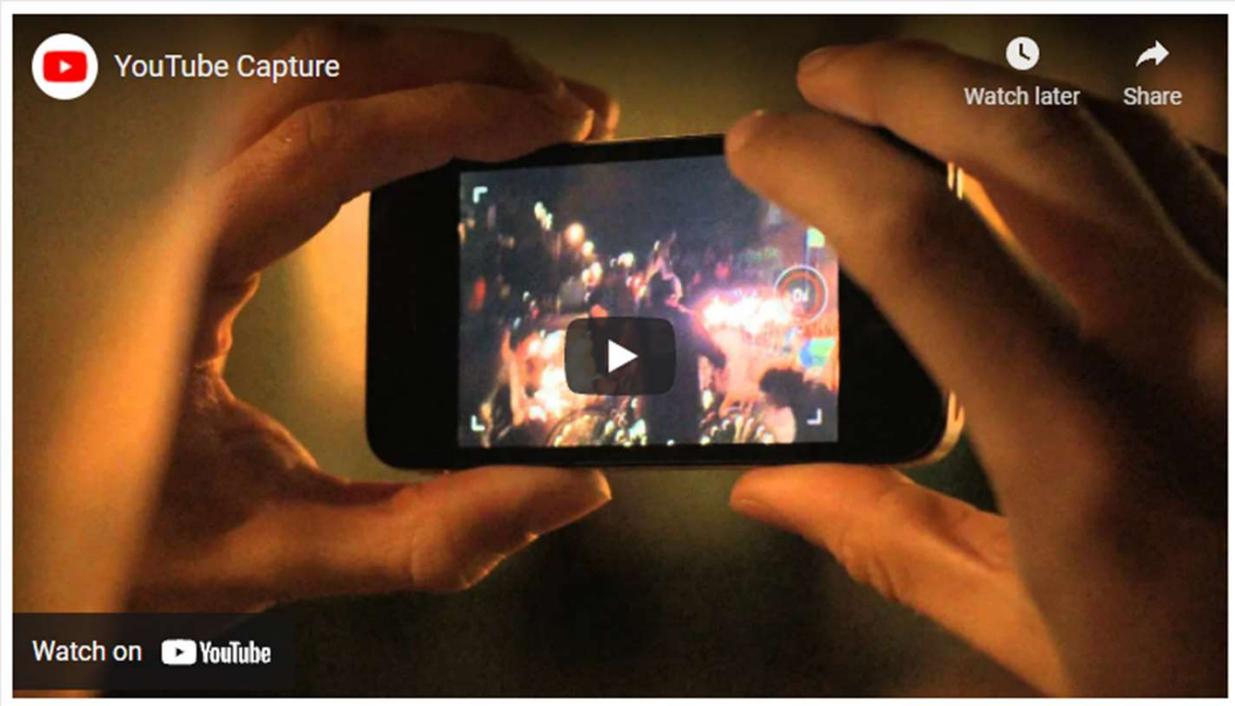
- Promoting justice and fairness within our profession and institutions, tackling equity requires an understanding of root causes of disparities



# Inequity



# Systemic bias



# These 5 numbers tell you everything you need to know about racial disparities in health care



# Poverty simulation



**MISSOURI'S  
Community Action  
Poverty Simulation**

**FAMILY PROFILE**

**HARPER**

**Category**

Single mother, living with boyfriend in homeless shelter

**FAMILY MEMBERS**

**MOTHER: Helen**, age 19, high school dropout, not currently employed and has never been employed full-time. Would like to go back to school and graduate.

**SON: Harvey**, age 1, mother's child by a previous boyfriend. In good health.

**SETTING**

You were renting a mobile home and paying lot rent. Your boyfriend lived with you and contributed half of the rent and utilities. You were evicted for not paying your rent. You receive TANF (cash benefits) and Food Stamps (WIC). The child's father does not pay child support. Your boyfriend has an older car, but it is in need of frequent repair and not always reliable. You must find a place to live by the end of week 2 and go to the social service agency to be engaged in an employment activity.

**INCOME**

You receive \$278/month in TANF benefits and \$150/month in Food Stamps.

**BUDGET**

These are the bills you must pay during each month.

**Housing (Pay to mortgage & realty company)**

**When you find a new place to live**

Rent: \$145.00

Lot rent: \$90.00

Total per month: \$235.00

**Utilities (Pay to utility company)**

Gas: \$120.00

Electric: \$70.00

Total per month: \$190.00

**Food (Pay to super center)**

Per week: \$55.00

**Clothing (Pay to super center)**

Per month: \$25.00

**Miscellaneous (Pay to super center)**

Per month: \$115.00

**MISSOURI'S  
Community Action  
Poverty Simulation**

**FAMILY PROFILE**

**HANLOW**

**Category**

Single man, living with a girlfriend and her child in a homeless shelter

**FAMILY MEMBERS**

**MAN: Harry**, age 25, with GED. Recently released from jail and works full-time in the cafeteria of General Employer.

**SETTING**

You were living with your girlfriend and her child in a mobile home that she was renting. You paid half of the rent, lot rent and utilities, but were evicted due to not paying. Your wages are being garnished to provide child support for a son you fathered while in high school. You have an older car that is paid for. It requires frequent and costly repairs; therefore, it is not always reliable. You are in the process of paying off a title loan. You must find another place to live by the end of week 2.

**INCOME**

You make \$6.50/hour and work about 36 hours/week, for a total of \$936/month (\$811 after taxes and \$511 after wage garnishment).

**BUDGET**

These are the bills you must pay during each month.

**When you find a new place to live  
Housing (Pay to your girlfriend)**

Rent: \$72.50  
Lot rent: \$45.00  
Total per month: \$117.50

**Utilities (Pay to your girlfriend)**

Gas: \$60.00  
Electric: \$35.00  
Total per month: \$95.00

**Food (Pay to super center)**  
Per week: \$40.00

**Clothing (Pay to super center)**  
Per month: \$25.00

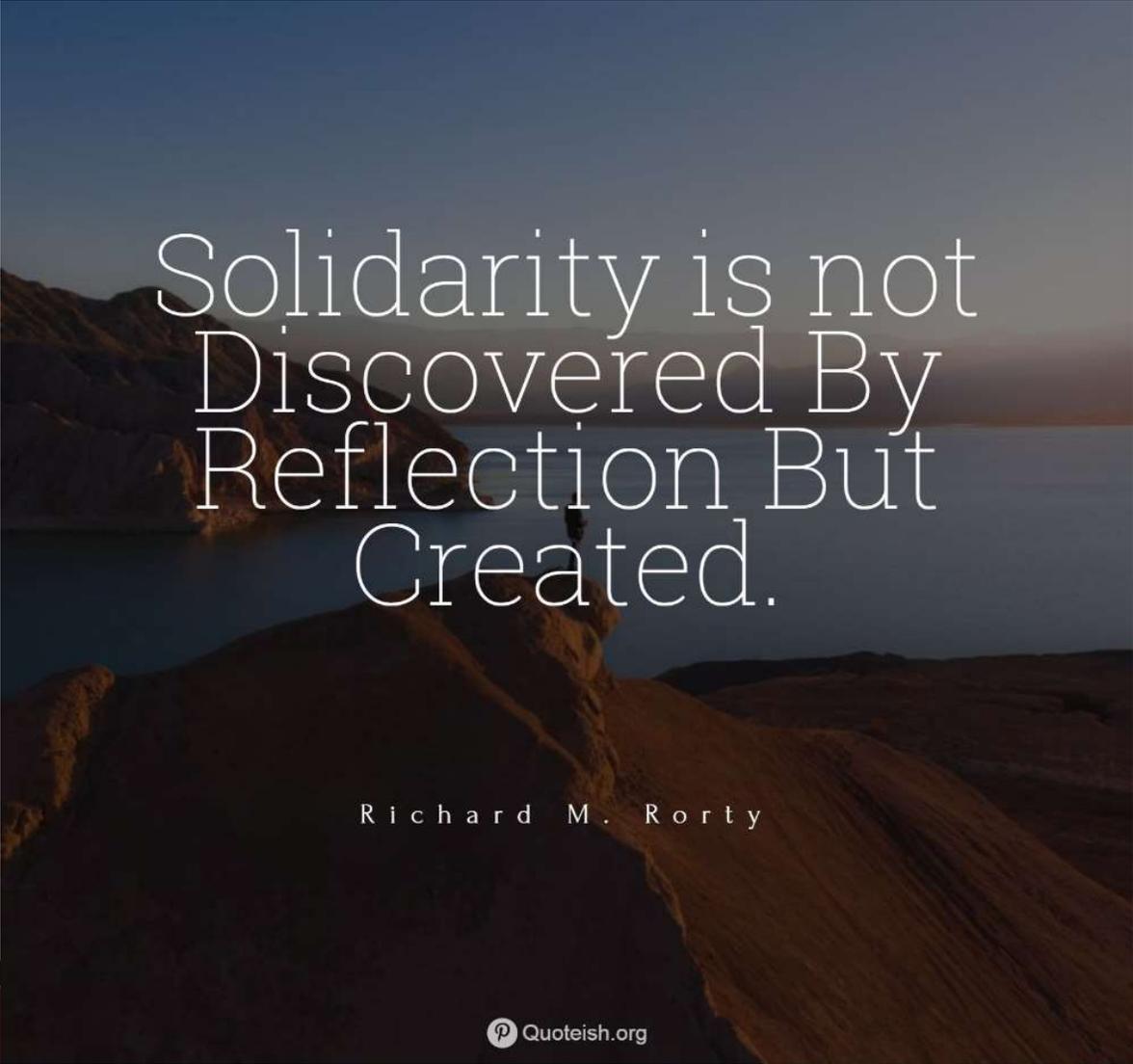
**Miscellaneous (Pay to super center)**  
Per month: \$40.00

**Title Loan Payments (Pay to Quik  
Cash)**  
Per month: \$100.00

# Reflection

*The Poverty Simulation we did in-person truly showed me how the simplest things can be difficult for people living in poverty. During the simulation, I was a 19-year old single mother to a 1-year old. I had no job, just got evicted, and had barely enough money in EBT and food stamps. I had a boyfriend who worked full-time, which helped, but transportation cost a lot for work, and I had to make difficult decisions. When I went to pay rent, I used a transportation pass, only to realize that I didn't have enough money to pay rent, so that was one pass wasted. I had no more money left in food stamps at the end of the month for food, so I had to use my own cash, but then I got robbed while counting my money. It put me in a difficult situation because I couldn't afford more food after that.*

*At the start of the simulation, I was stressed because I was figuring out how to split up the little money I had. However, by the end, I just felt like giving up because I had no money left, I knew I would be evicted again the next week, and I couldn't feed my baby. It taught me the sad reality of some peoples' lives.*

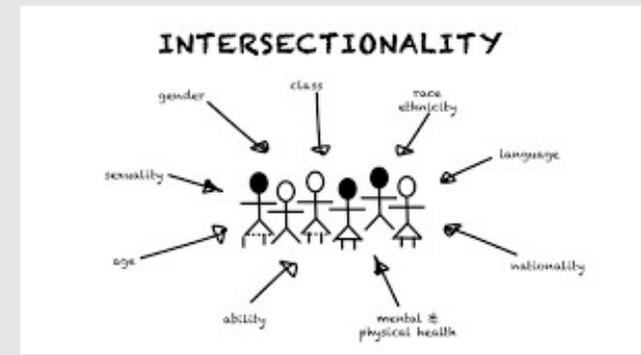


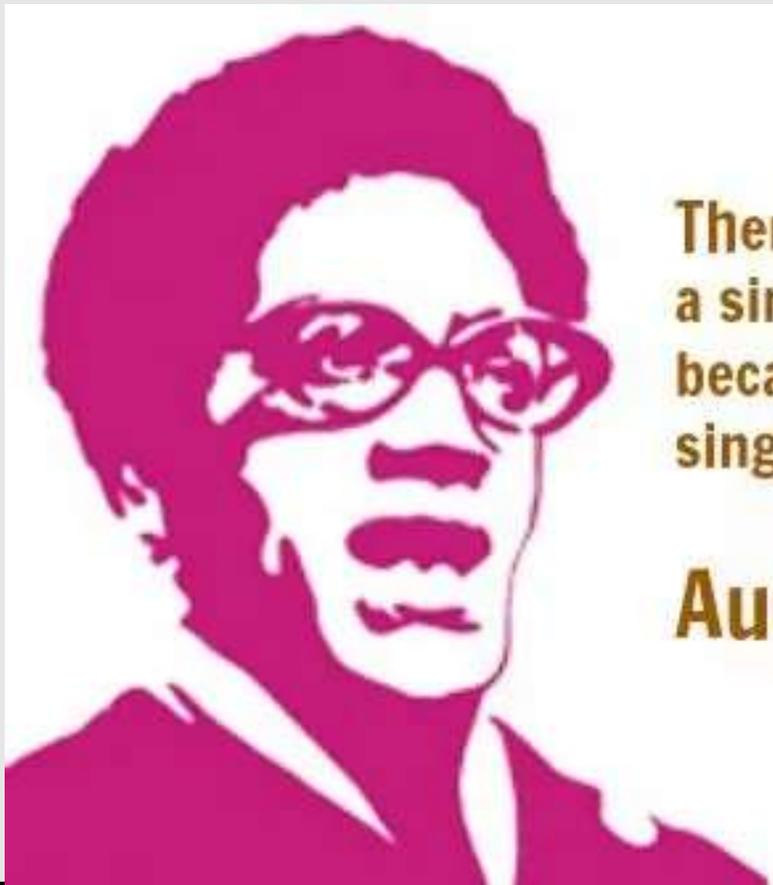
Solidarity is not  
Discovered By  
Reflection But  
Created.

R i c h a r d M . R o r t y

# Helping Students To:

- Recognize difference
- Analyze the space they occupy
- Be aware of how their social location inhibits/enables clients from discussing issues
- Seek other points of view
- Examine whether their response as a service provider takes into account multiple social identities of those they serve





**There is no such thing as  
a single-issue struggle  
because we do not live  
single-issue lives.**

**Audre Lorde**

# Nurse TRUST

## Nurses Leading Health Equity In Education

Nurse TRUST 2023 Annual Summit

*Propelling Health Equity as a Leadership Commitment*

March 12-14, 2023

***Karen Cox, PhD, RN, FACHE, FAAN***

President

Chamberlain University



CHAMBERLAIN  
UNIVERSITY

**BELONG *to* SOMETHING GREATER**



# Developing a Social Determinants of Learning™ Framework: A Case Study

Nursing Education Perspectives

[The Research Journal of the National League of Nursing](#)

*Developing a Social Determinants of Learning™ Framework: A Case Study*

Carla D. Sanderson, Linda M. Hollinger-Smith, and Karen Cox

Nursing Education Perspectives 42(4):p 205-211, 7/8 2021.

[https://journals.lww.com/neonline/Fulltext/2021/07000/Developing\\_a\\_Social\\_Determinants\\_of\\_Learning\\_3.aspx](https://journals.lww.com/neonline/Fulltext/2021/07000/Developing_a_Social_Determinants_of_Learning_3.aspx)



# Diversity In Nursing And Challenges With the NCLEX-RN

## Nursing Outlook

[www.nursingoutlook.com](http://www.nursingoutlook.com)

*Diversity in nursing and challenges with the NCLEX-RN*

Lisa Muirhead, Jeannie P. Cimiotti, Rose Hayes, Angela Haynes-Ferere, Kristy Martyn, Melissa Owen, Linda McCauley

*Emory University, Nell Hodgson Woodruff School of Nursing, Atlanta, GA*

(Available online August 4, 2022)

<https://doi.org/10.1016/j.outlook.2022.06.003>

# Equity Starts with Education

---

**Azita Emami, PhD, MSN, BSN, RN, FAAN**  
Robert G. and Jean A. Reid Executive Dean  
University of Washington School of Nursing



---

01

Nursing Education

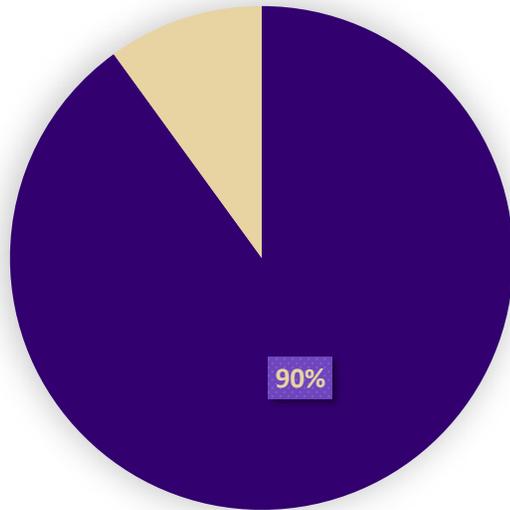


**W**

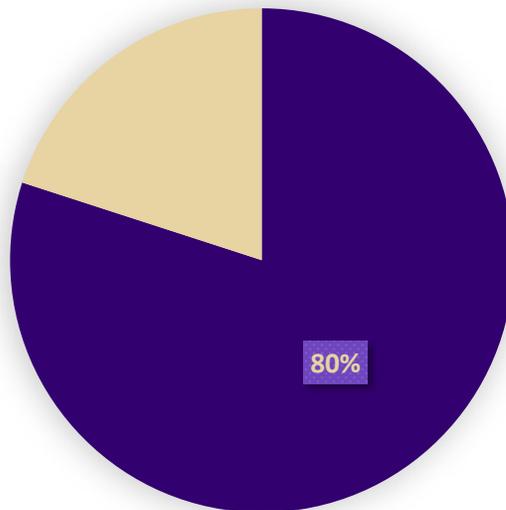
01

Nursing Education

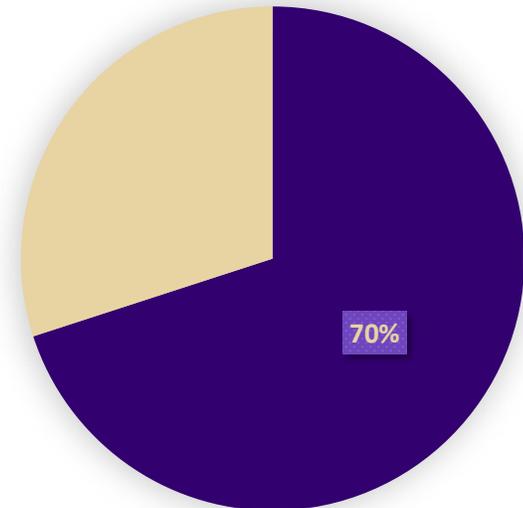
1910-1960



1960 - 2010



2010 - Today



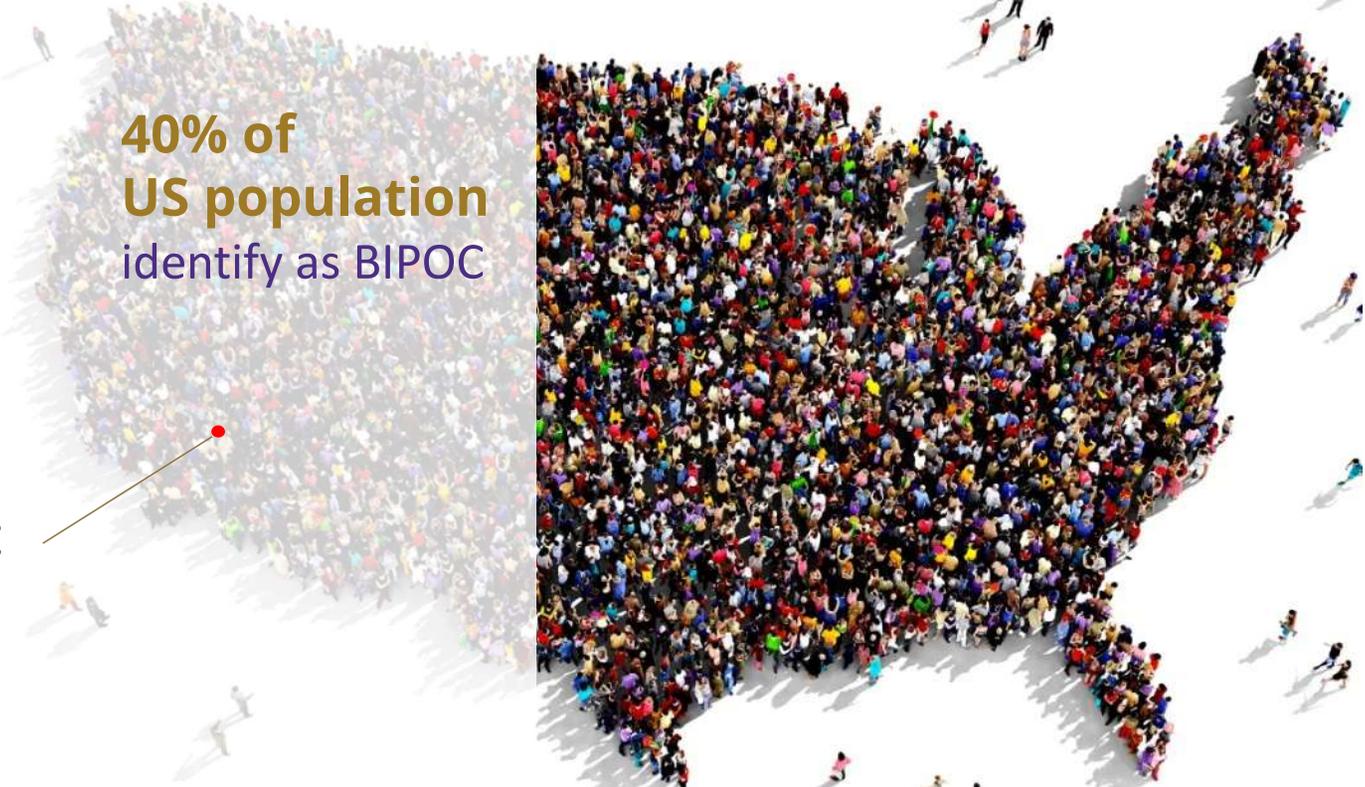
White Women as Average % of Total Nurses in U.S.

D'Antonio, P., Whelan, J.C. (2009). Counting nurses: the power of historical census data. *J Clin Nurs*, Oct 18(19):2717-24.



---

01  
Nursing Education



**40% of  
US population  
identify as BIPOC**

**17% of  
nurse faculty  
identify as BIPOC**

The Future of Nursing: Leading Change, Advancing Health. (2011). Washington, DC: The National Academies Press.

Frey, William H. (2021). New 2020 census results show increased diversity countering decade-long declines in America's white and youth populations: <https://www.brookings.edu/research/2020-census-results-show-increased-diversity-countering-decade-long-declines-in-americas-white-and-youth-populations>.



---

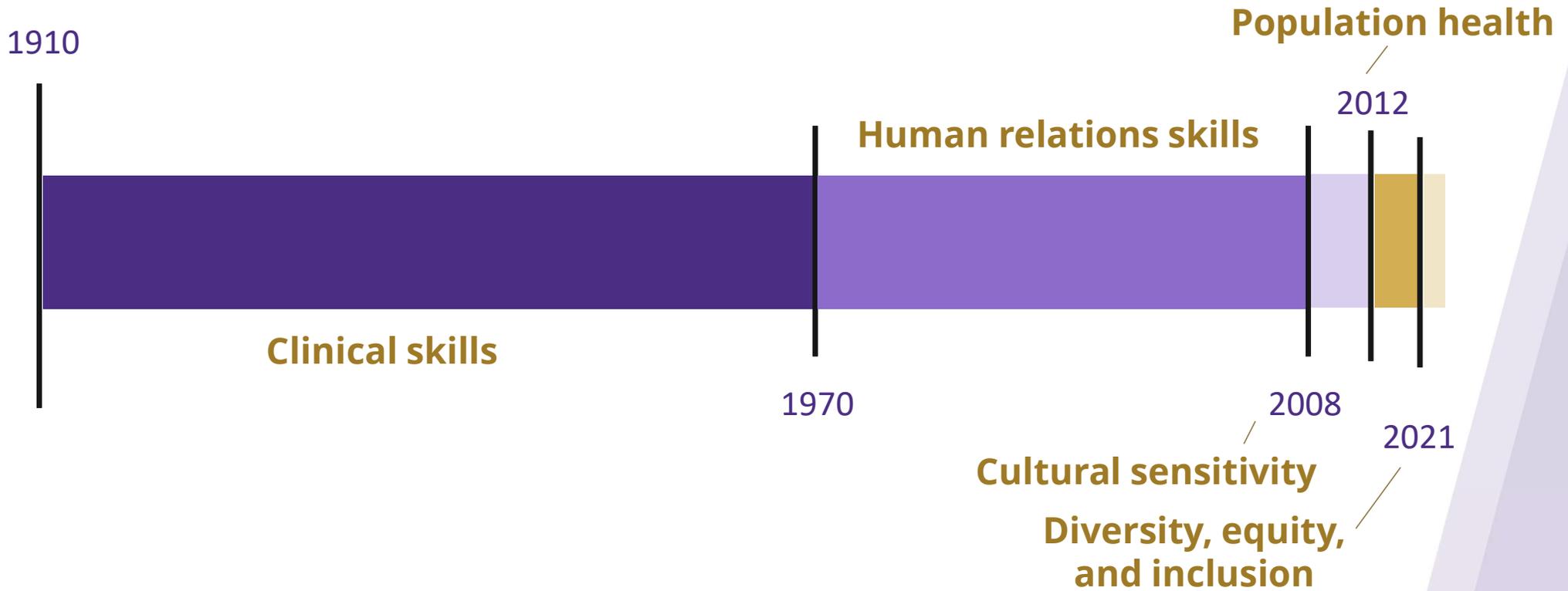
01

Nursing Education

Prevalent sense of **isolation** and  
**loss of self** among  
nursing students from  
underrepresented backgrounds

W

01  
Nursing Education



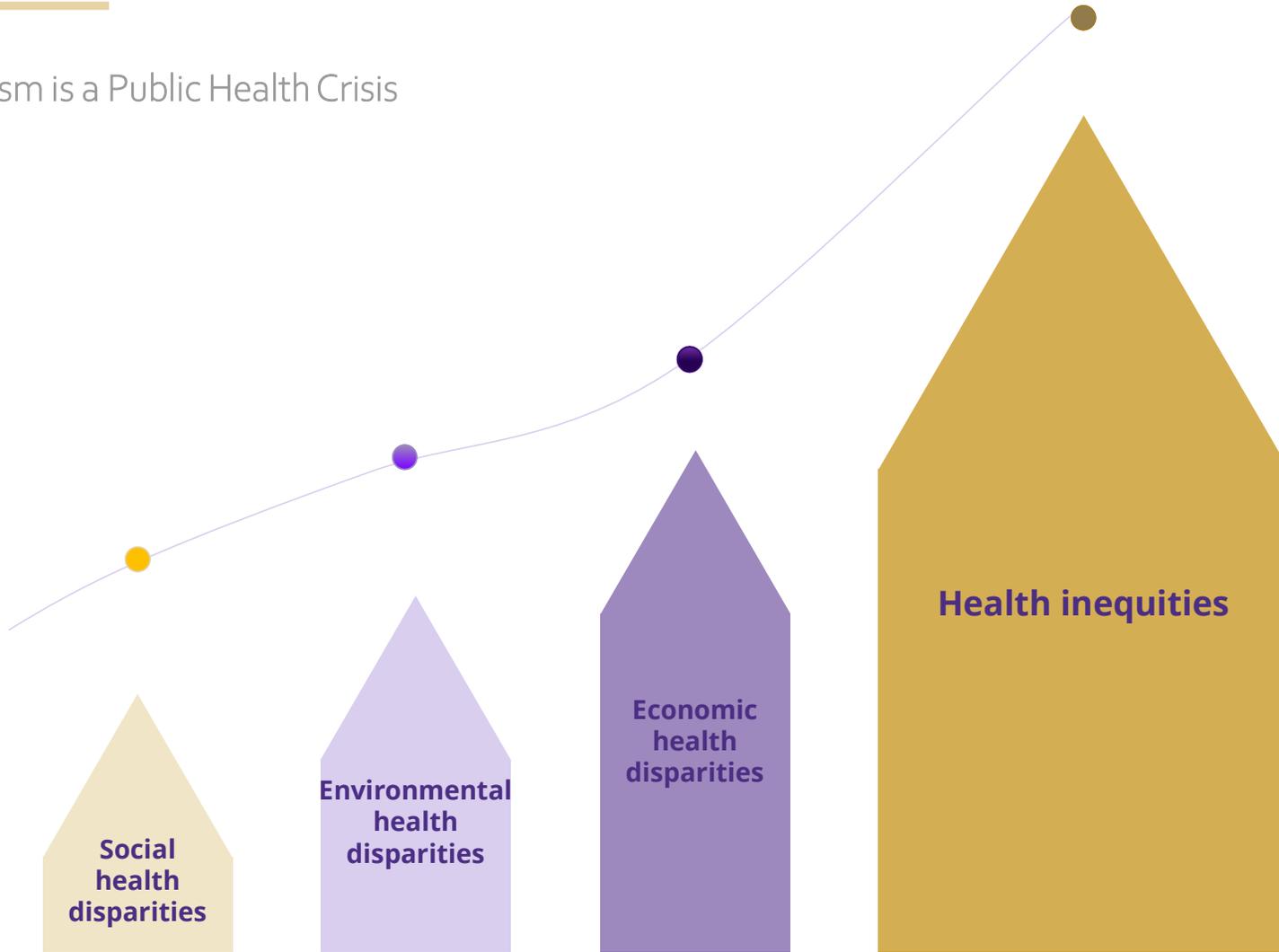
American Association of Colleges of Nurses (AACN) (2008). The Essentials of Baccalaureate Education for Professional Nursing Practice. 1-62.

American Association of Colleges of Nurses (AACN) (2021). The Essentials: Core Competencies for Professional Nursing Education Executive Summary. 1-2.

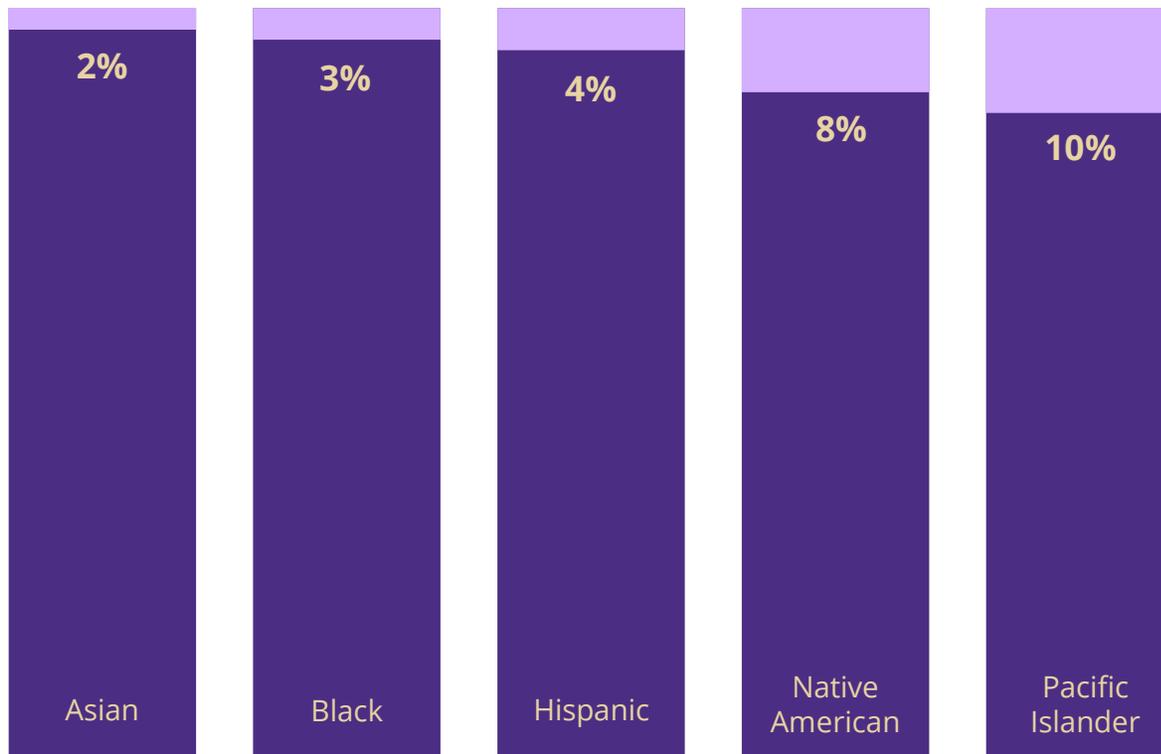


02

Racism is a Public Health Crisis



## Racism is a Public Health Crisis



Percent reductions in quality-of-care disparities over the past 20 years

Moy, E., Dayton, E., & Clancy, C. M. (2005). Compiling the evidence: the National Healthcare Disparities Reports. *Health Aff (Millwood)*, 24(2), 376-387.

Agency for Healthcare Research and Quality. (2021). *National Healthcare Quality and Disparities Report*.



# CONFRONT RACISM



## Center for Antiracism in Nursing

- ▲ Established in 2021
- ▲ First center for antiracism solely devoted to nursing
- ▲ National hub for expertise

[dei.nursing.uw.edu](https://dei.nursing.uw.edu)



## Center's Goals and Initiatives

Transform nursing education



Promote community-partnered research



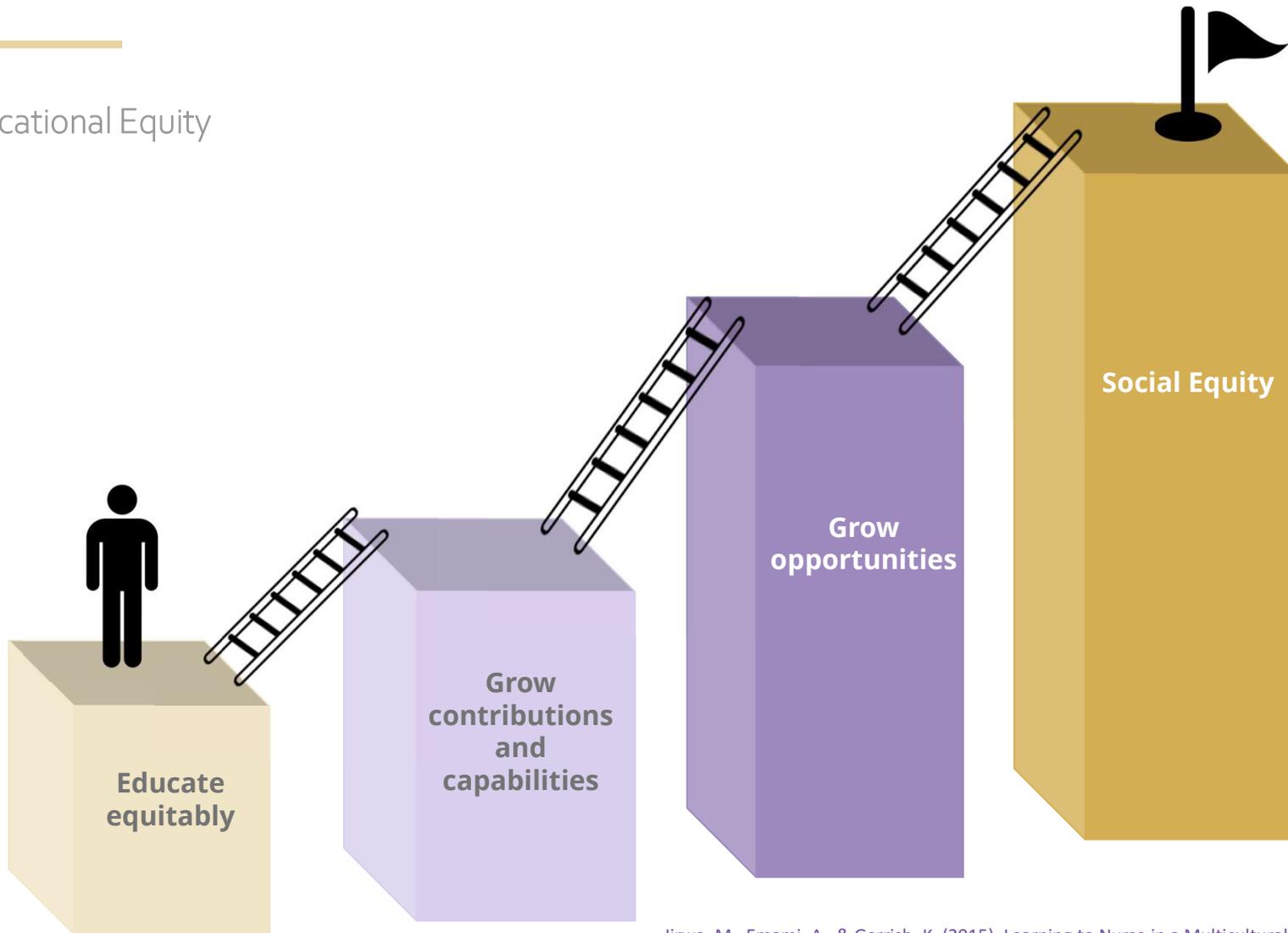
Support underrepresented students



Influence professional practice

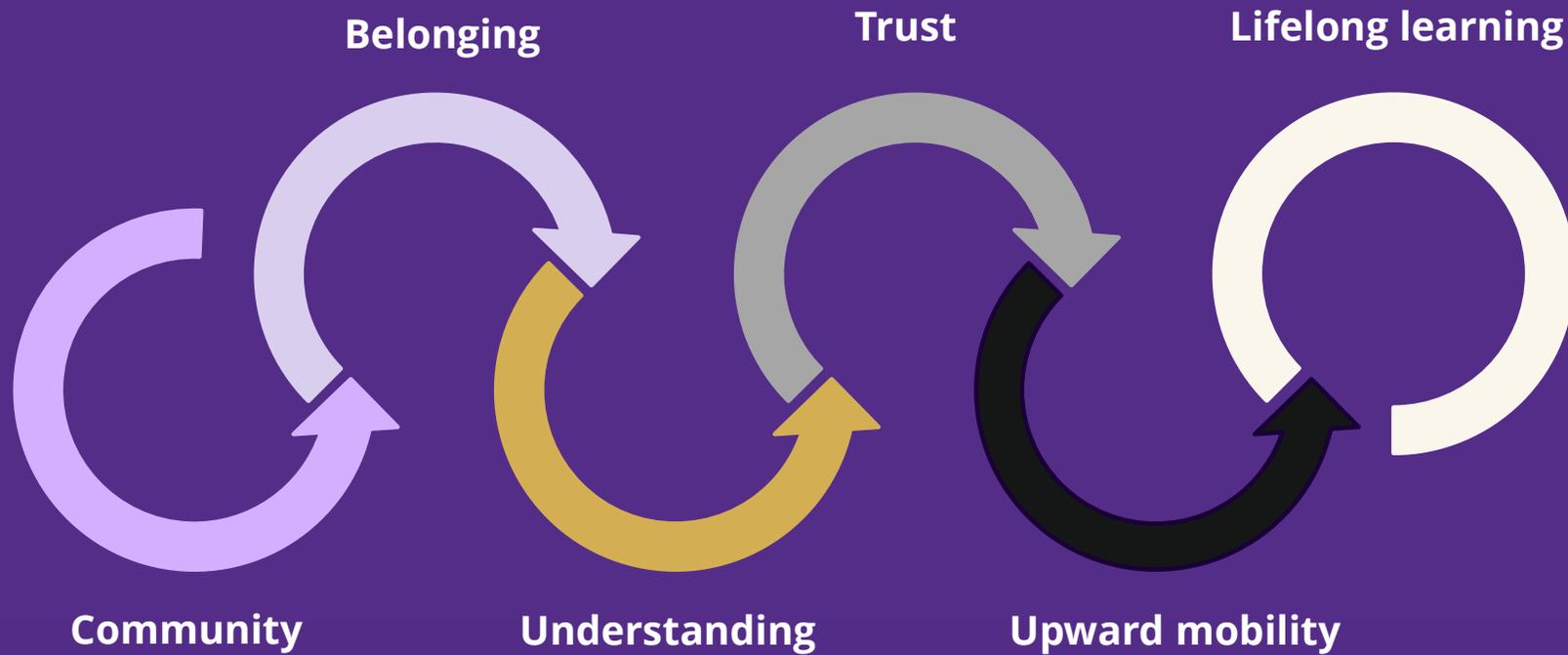


04  
Educational Equity



Jirwe, M., Emami, A., & Gerrish, K. (2015). Learning to Nurse in a Multicultural Society – The Experiences of Nursing Students in Sweden *Journal of Nursing Care*, 4(287), 2167-2168.





“As professionals whose practice is built on a **culture of care**, it is only right that **nursing** and health care education **lead the way.**”



# THANK YOU

contact: [sondean@uw.edu](mailto:sondean@uw.edu)

A large, bold, white letter 'W' logo is positioned in the bottom right corner of the slide. The 'W' is composed of thick, blocky strokes and is partially cut off by the right edge of the frame.

NurseTRUST

Powered by  
*RWJF Executive Nurse Fellow Alumni*

# ANNUAL SUMMIT

March 12-14, 2023

---



**NurseTRUST**

Powered by  
*RWJF Executive Nurse Fellow Alumni*

---

# Dr. Warren Hébert

Chief Executive Officer  
HomeCare Association of Louisiana

March 12-14 | New Orleans, LA

# NurseTRUST

Powered by  
RWJF Executive Nurse Fellow Alumni

---



March 12-14 | New Orleans, LA

# NurseTRUST

Powered by  
RWJF Executive Nurse Fellow Alumni

APRIL 2024

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
			10	11	12	13
7	8	9	16	17	18	19
14	15	20	21	22	23	24
28	29	30				

## Mark Your Calendar

for the 2024 NurseTRUST Summit  
to be hosted at the  
Hyatt Regency Lost Pines  
near Austin, Texas.  
April 7th to April 9th, 2024!