NurseTRUST

Powered by
RWJF Executive Nurse Fellow Alumni

ANNUAL SUMMIT

March 12-14, 2023

NurseTRUST

Powered by
RWJF Executive Nurse Fellow Alumni

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

UNLV

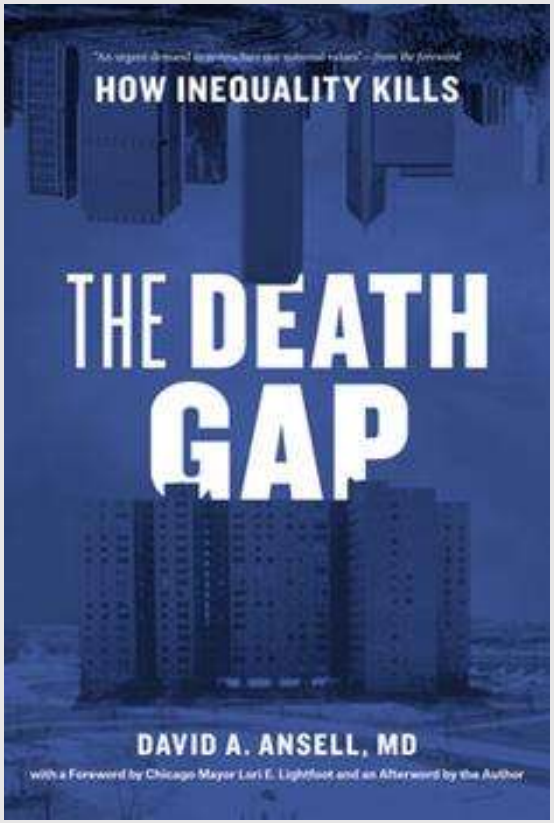
UNIVERSITY OF NEVADA LAS VEGAS

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

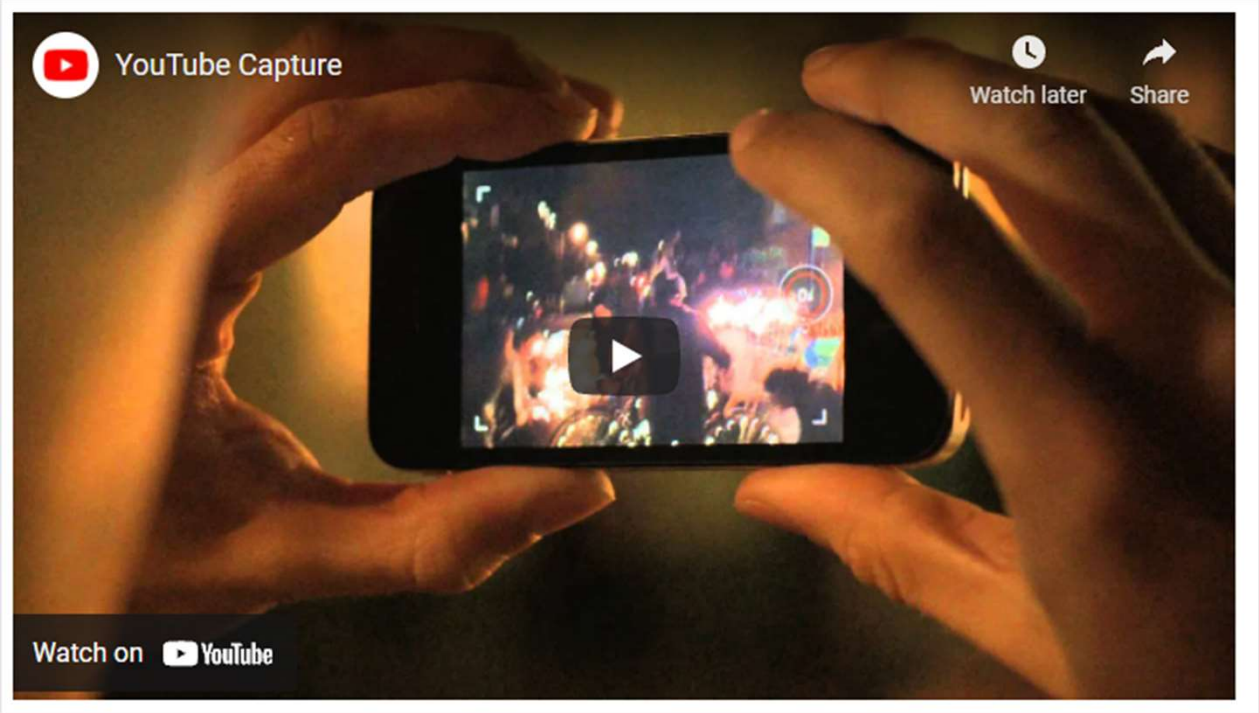
Inequity Kills

- 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

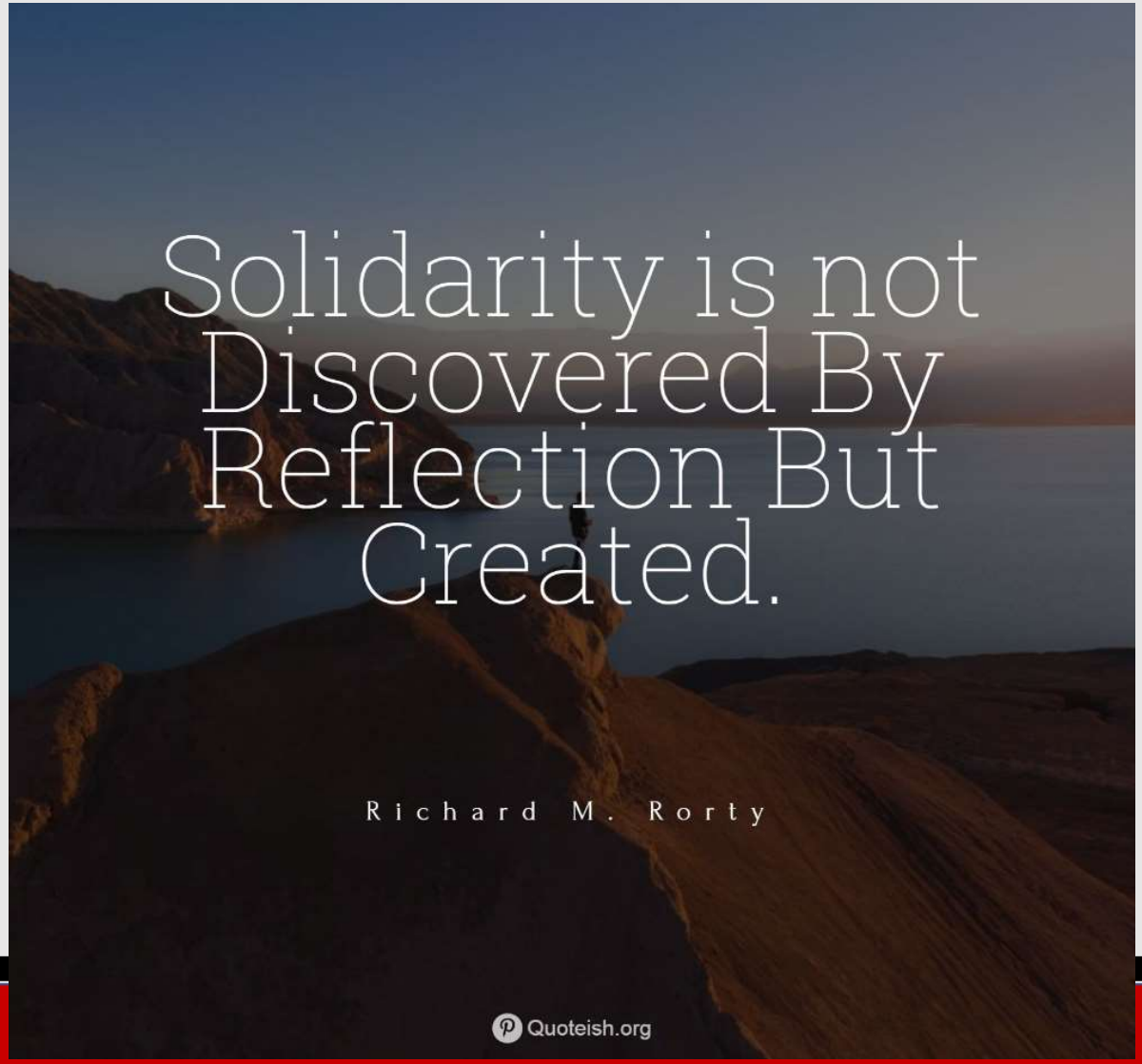
Miscellaneous (Pay to super center)
Per month: $40.00

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

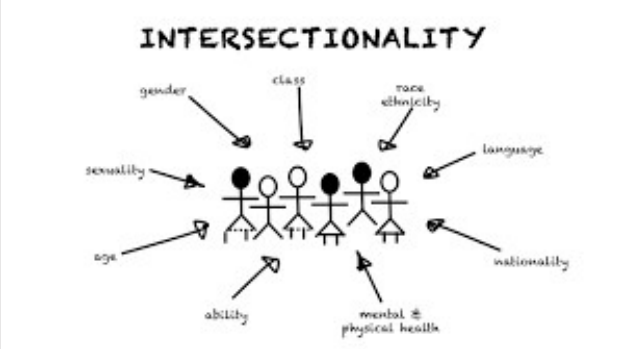
Reflection

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.

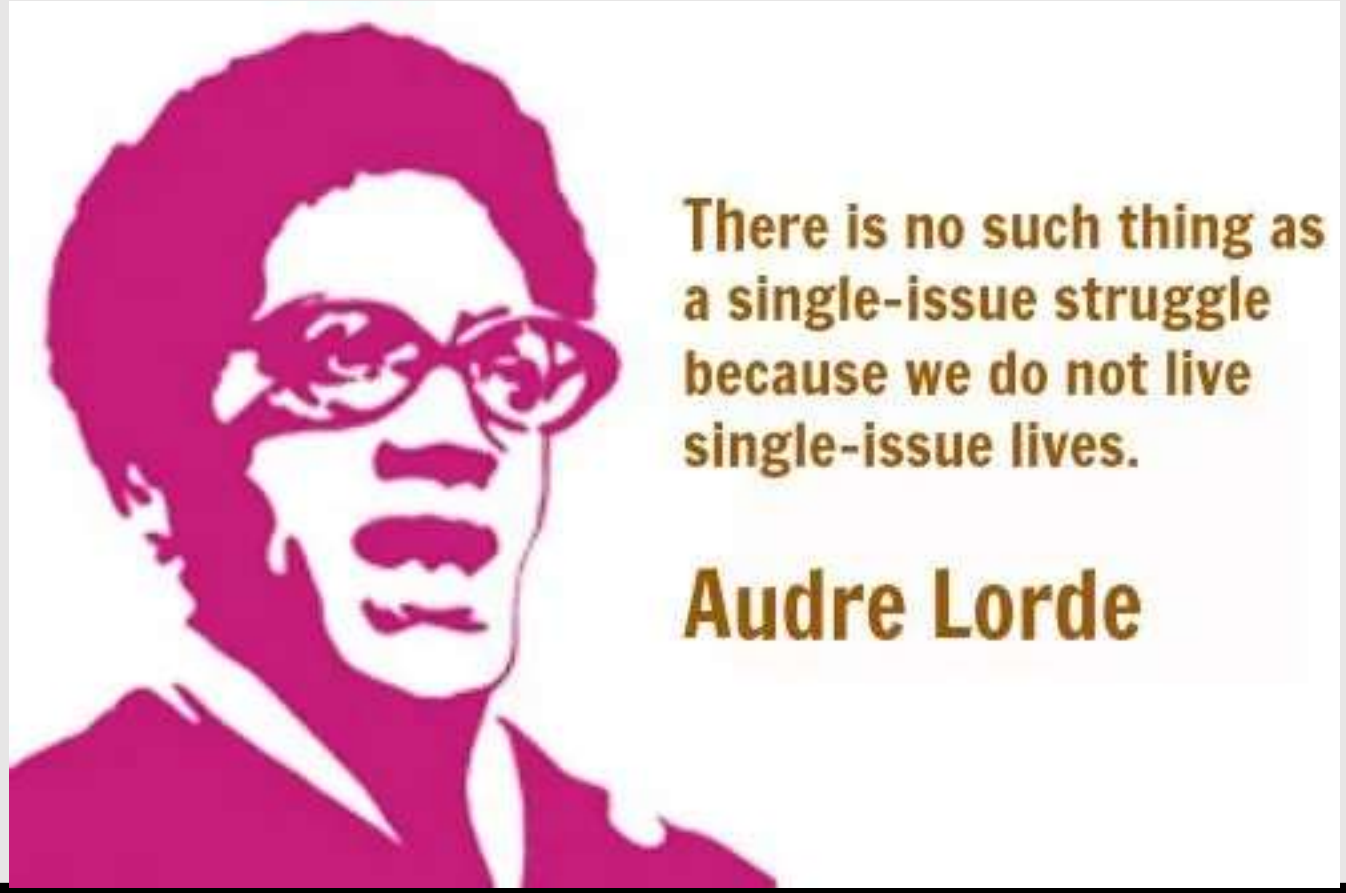
At the start of the simulation, I was stressed because I was figuring out how to split up the little money I had. However, by the end, I just felt like giving up because I had no money left, I knew I would be evicted again the next week, and I couldn't feed my baby. It taught me the sad reality of some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


Solidarity is not Discovered By Reflection But Created.
Richard M. Rorty
Quoteish.org

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/neponline/Fulltext/2021/07000/Developing_a_Social_Determinants_of_Learning_.3.aspx

©2022 Chamberlain University LLC. All rights reserved.

Diversity In Nursing And Challenges With the NCLEX-RN

Nursing Outlook

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

©2022 Chamberlain University LLC. All rights reserved.

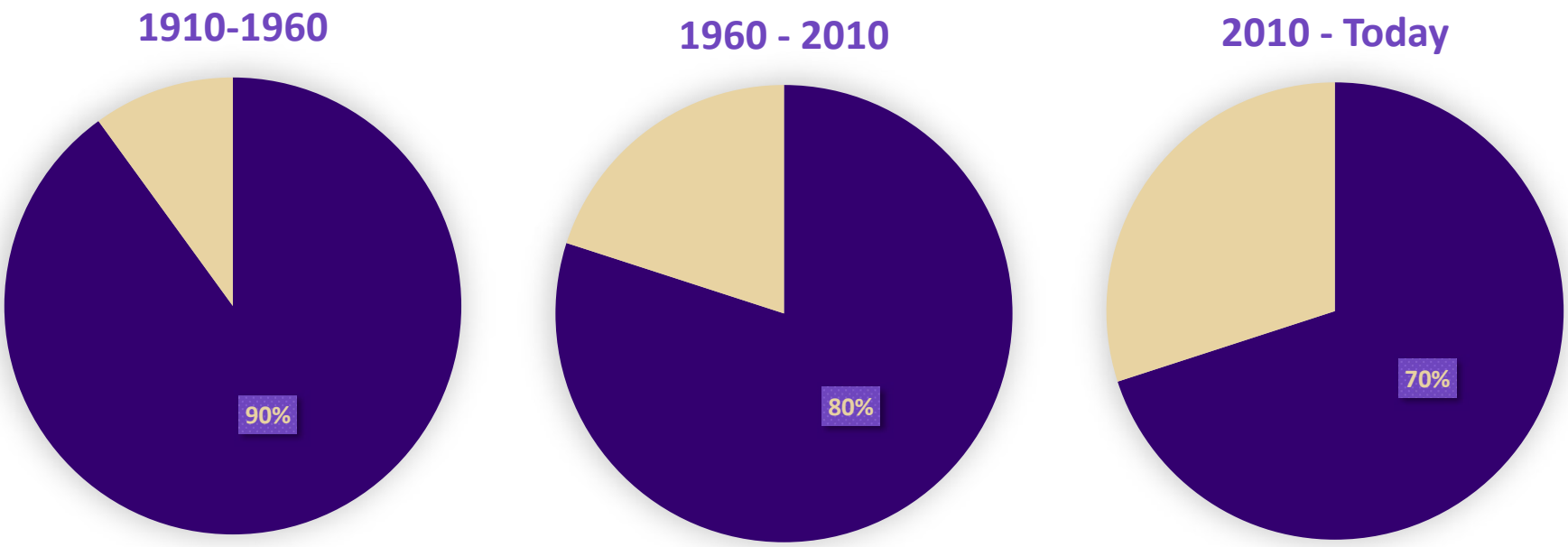
UNIVERSITY of WASHINGTON

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



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

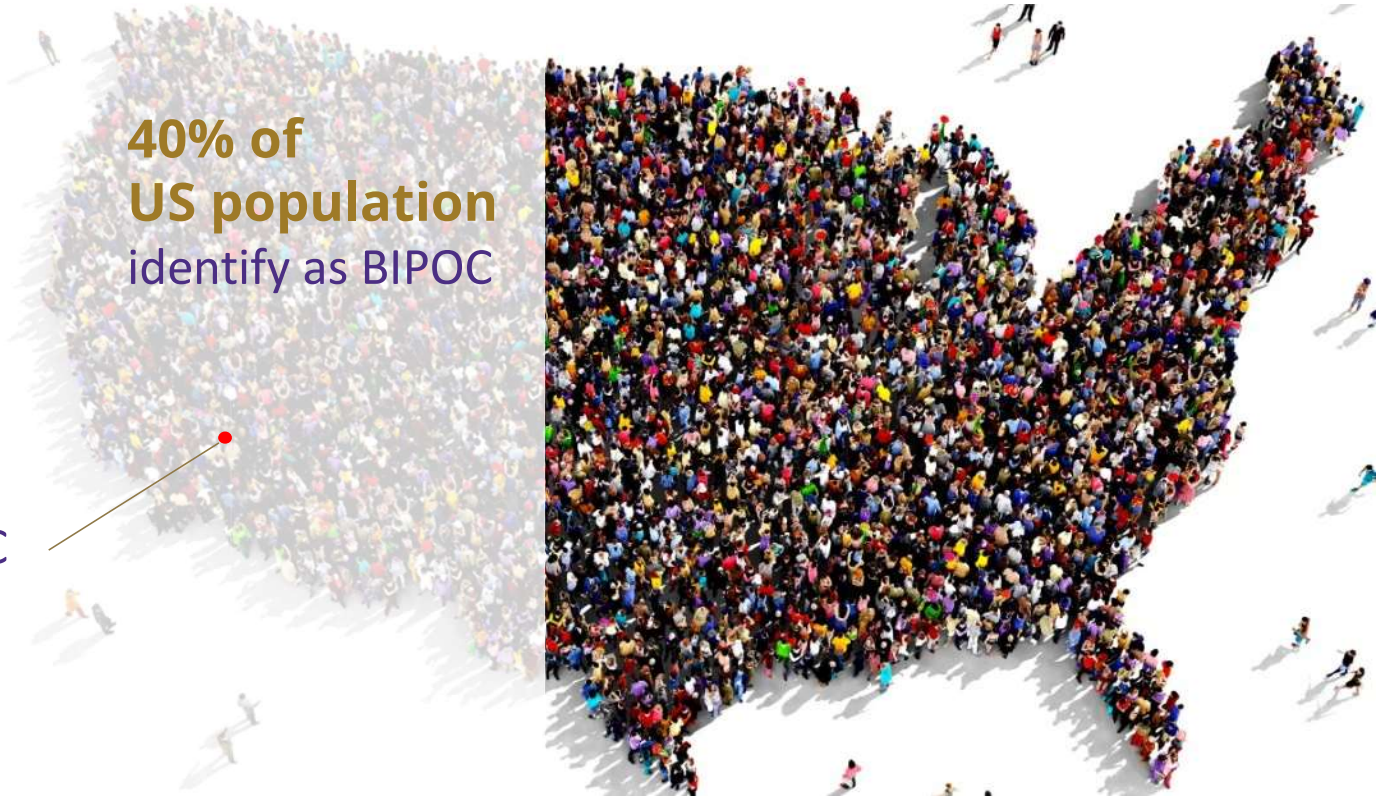
D'Antonio, P., Whelan, J.C. (2009). Counting nurses: the power of historical census data. *J Clin Nurs*, Oct 18(19):2717-24.

Image / Cengage

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.

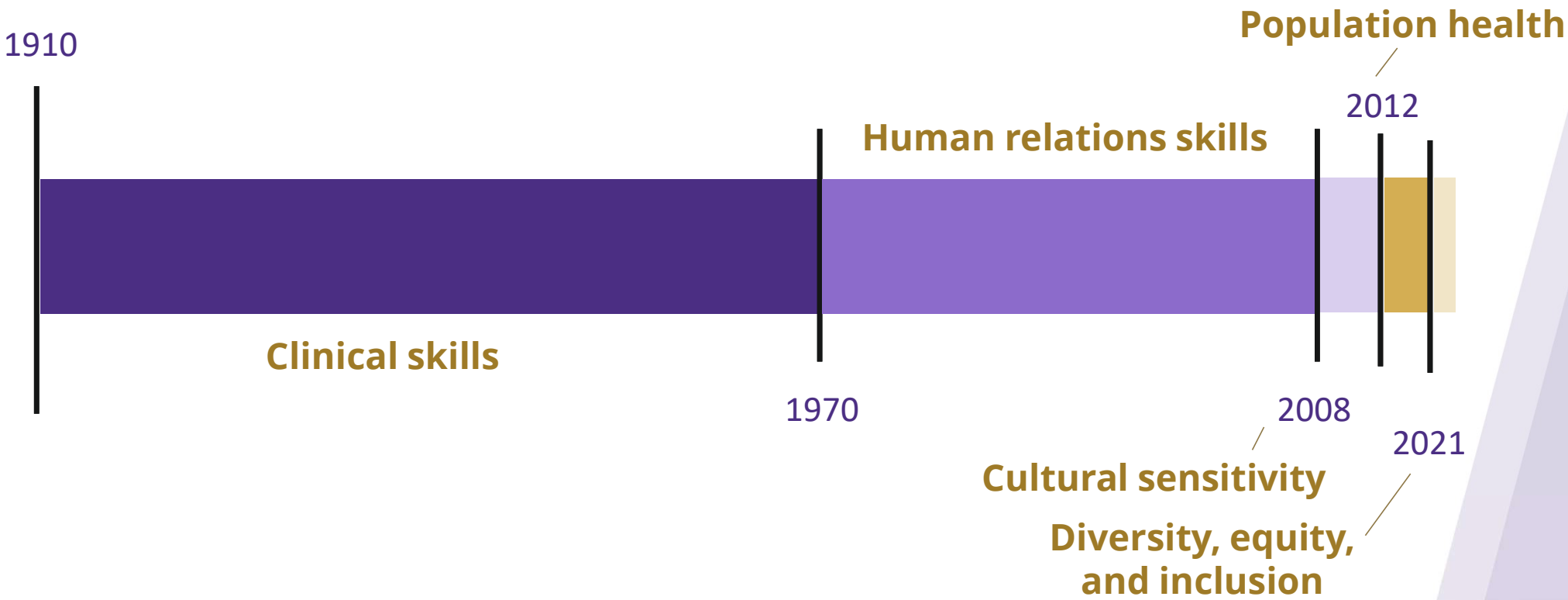
Frey, William H. (2021). New 2020 census results show increased diversity countering decade-long declines in America's white and youth populations: https://www.brookings.edu/research/n
2020-census-results-show-increased-diversity-countering-decade-long-declines-in-americas-white-and-youth-populations.

01
Nursing Education

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

01

Nursing Education

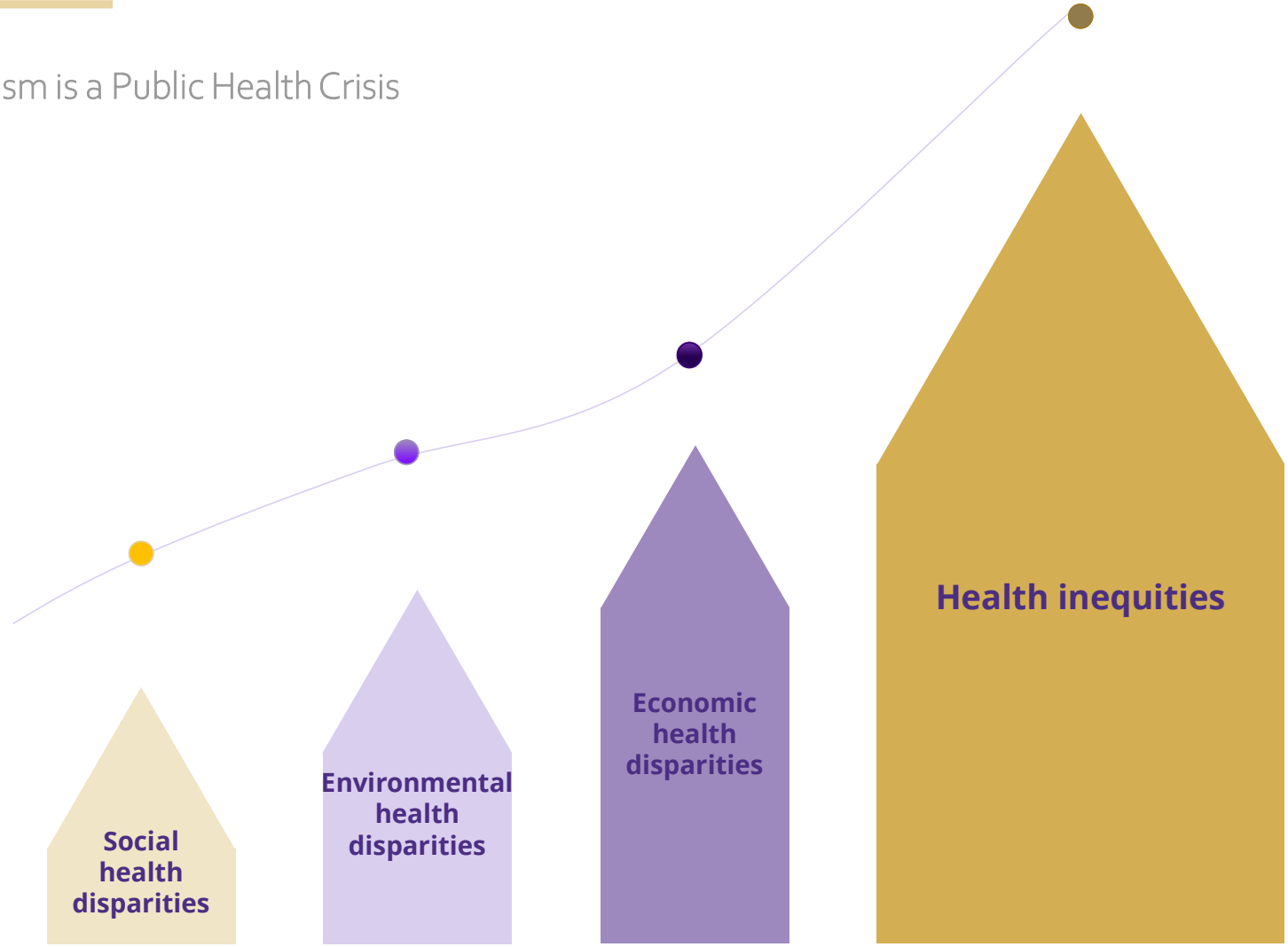


American Association of Colleges of Nurses (AACN) (2008). The Essentials of Baccalaureate Education for Professional Nursing Practice. 1-62.

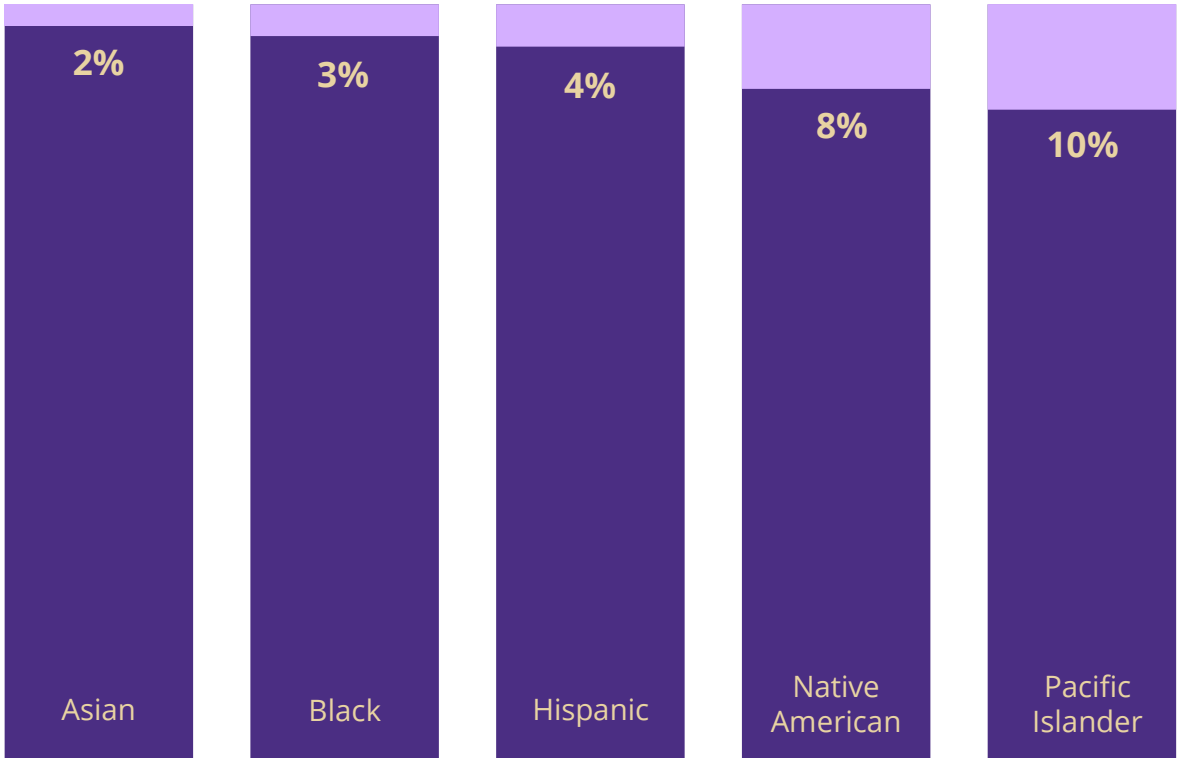
American Association of Colleges of Nurses (AACN) (2021). The Essentials: Core Competencies for Professional Nursing Education Executive Summary. 1-2.

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.

02

Racism is a Public Health Crisis

Image /
University of Maryland

Center for Antiracism in Nursing

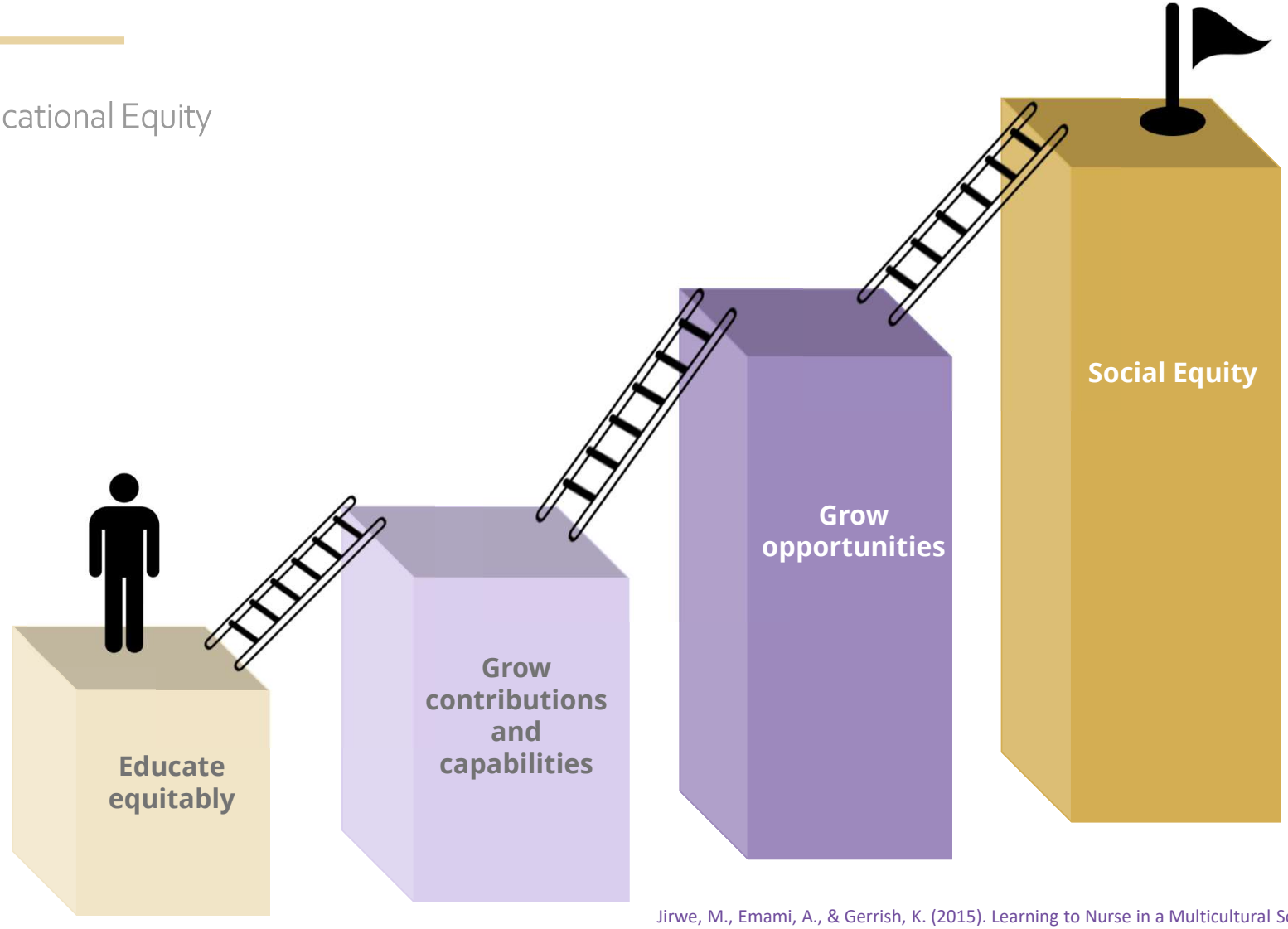
- Established in 2021
- First center for antiracism solely devoted to nursing
- National hub for expertise

dei.nursing.uw.edu

Center's Goals and Initiatives

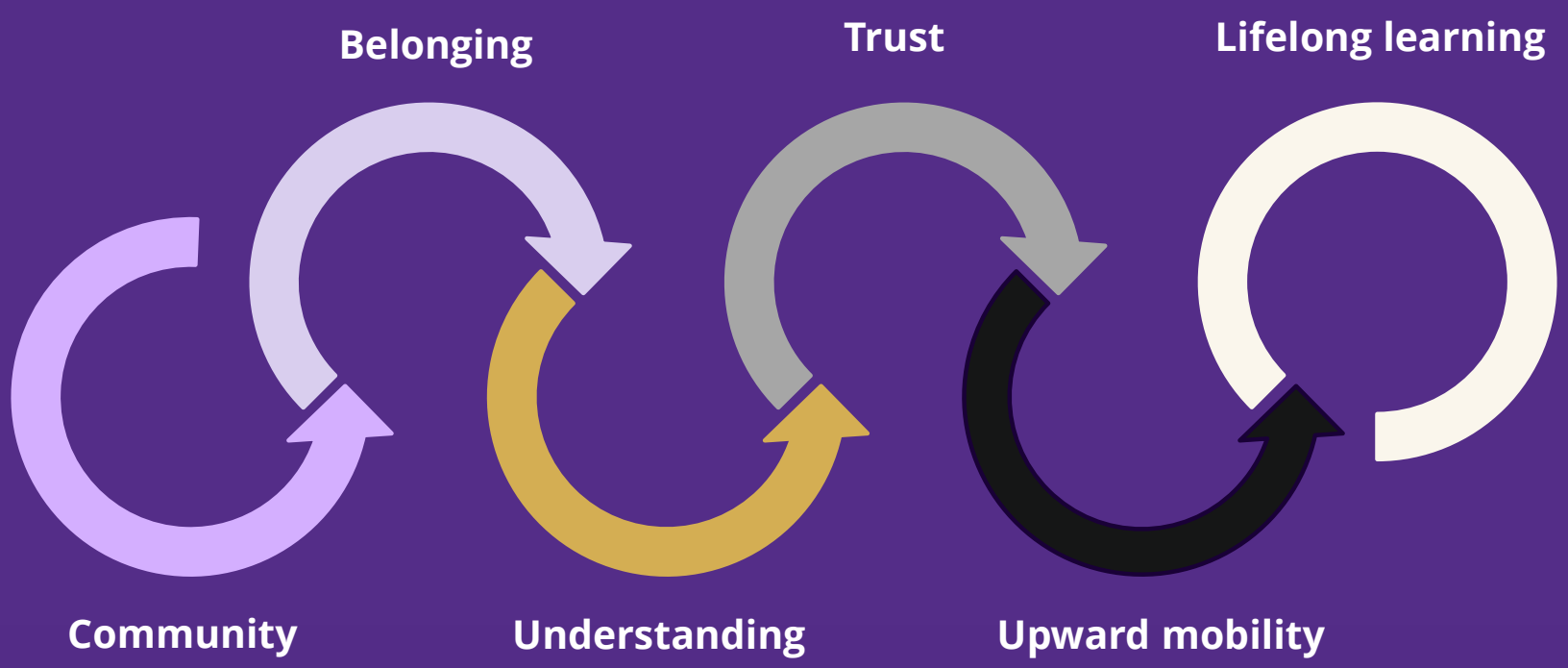
- Transform nursing education
- Promote community-partnered research
- Support underrepresented students
- Influence professional practice

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.

05
SDOL Framework



Sanderson CD, Hollinger-Smith LM, Cox K. (2021) Developing a Social Determinants of Learning™ Framework: A Case Study. Nurs Educ Perspect. Jul-Aug 01;42(4):205-211.

"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**

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

NurseTRUST

Powered by

RWJF Executive Nurse Fellow Alumni

March 12-14 | New Orleans, LA

NurseTRUST

Powered by
RWJF Executive Nurse Fellow Alumni

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!