



# The Vision

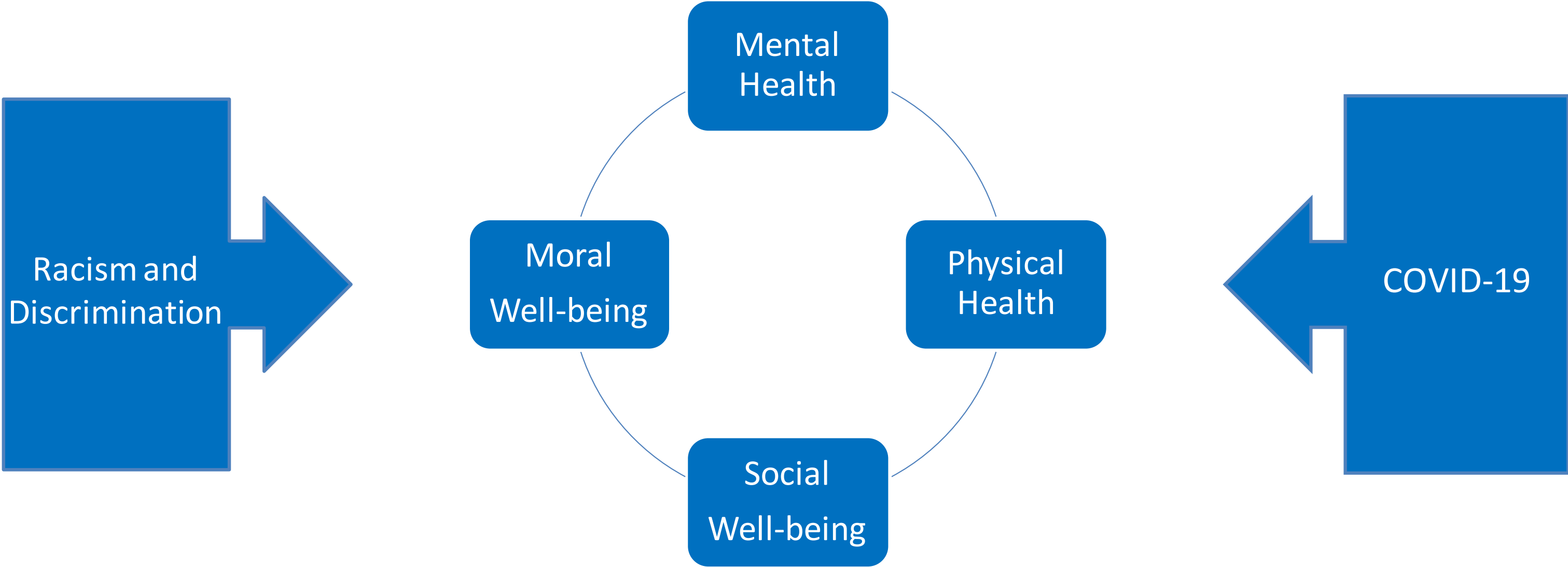
The achievement of health equity in the United States should be built on **strengthened nursing capacity and expertise.**

**The systems that educate, pay, employ, and enable nurses need to:**

**Fully Support Nurses and Foster Nurse Well-being**



# State of Nurses' Health and Well-being





NATIONAL ACADEMY OF MEDICINE

*The National Academies of*  
SCIENCES • ENGINEERING • MEDICINE

## CONCLUSIONS

**10-1:** All environments in which nurses work affect the health and well-being of the workforce.

**10-2:** Lack of sufficient data and evidence on nurses' health and well-being

**10-3:** Structural racism, cultural racism, and discrimination exist within nursing as in other professions.

**10-4:** Coordinated and collaborative action at the individual and systems levels is needed to promote nurses' health and well-being.



## Recommendation to Promote Nurses' Health and Well-Being

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, especially as they take on new roles to advance health equity.



# ANA Healthy Nurse, Health Nation





# The Overall State of Nurses' Health



# The Overall State of Nurses' Health

1

According to the Bureau of Labor Statistics, registered nurses have the **fourth highest rate of injuries and illnesses** that result in days away from work when compared to all other occupations.

2

For nearly **every indicator**, the health of America's nurses **is worse** than that of the average American.

3

Nurses are more likely to be:

- **overweight**
- have **higher levels of stress**
- get **less than the recommended** hours of sleep.

4

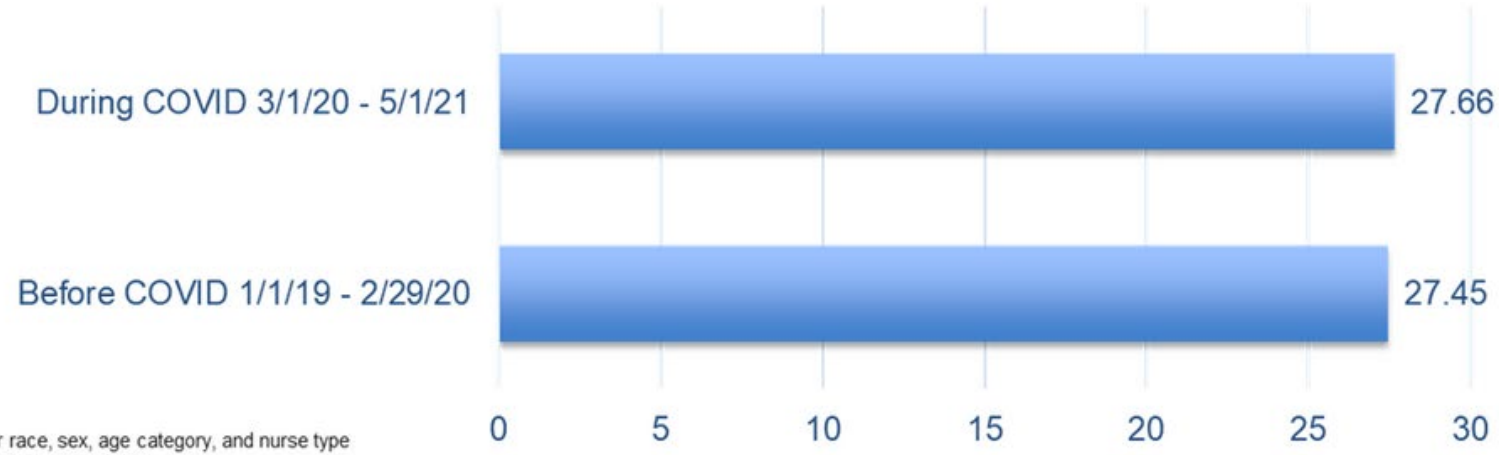
Because health care delivery requires 24/7 support, the **demands of shift work** exacerbate the health of nurses.

5

In addition, hazards such as **workplace violence** and **musculoskeletal injuries** are contributing factors to poorer health.

# Nutrition

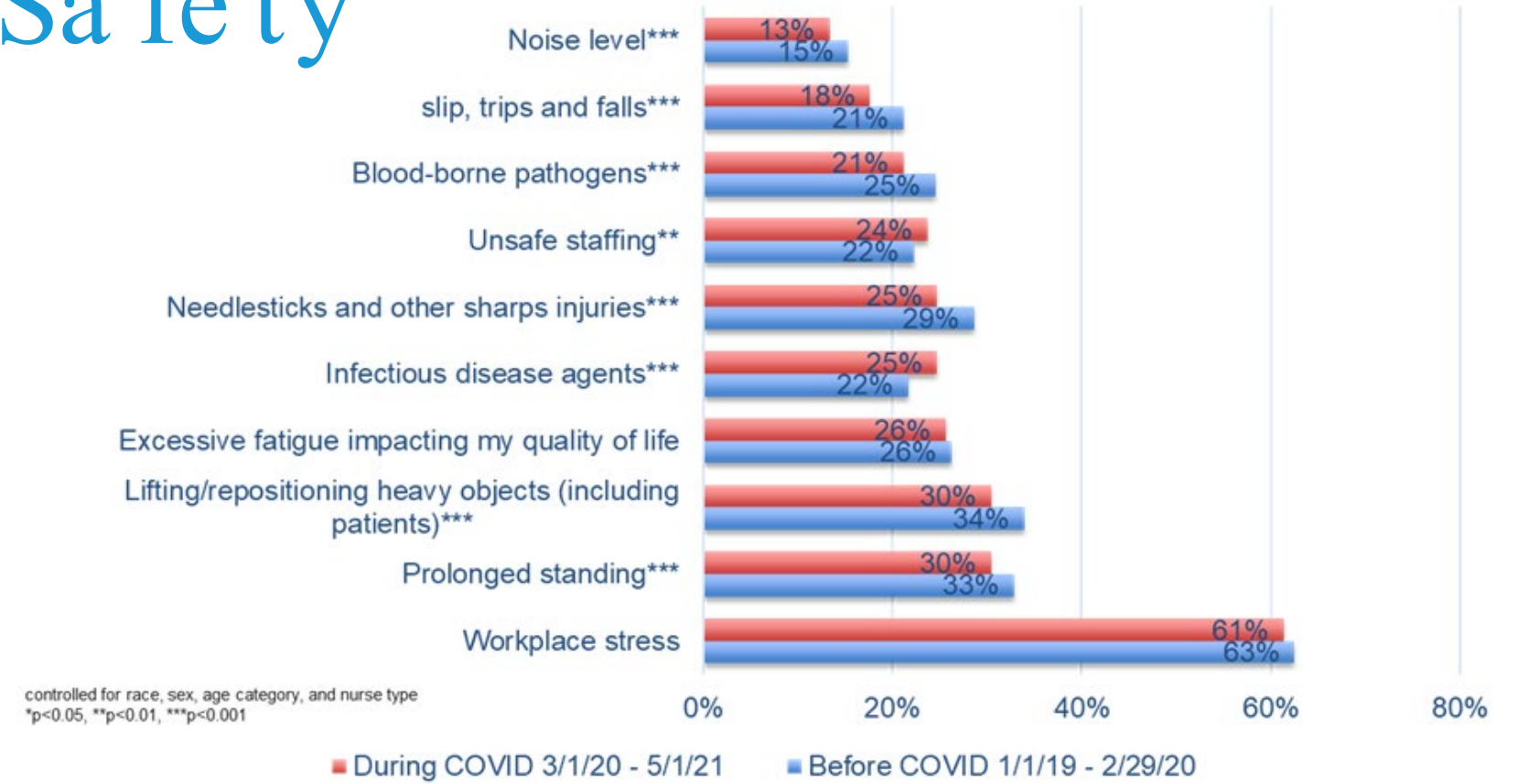
## BMI\*\*



controlled for race, sex, age category, and nurse type  
\*p<0.05, \*\*p<0.01, \*\*\*p<0.001

# Safety

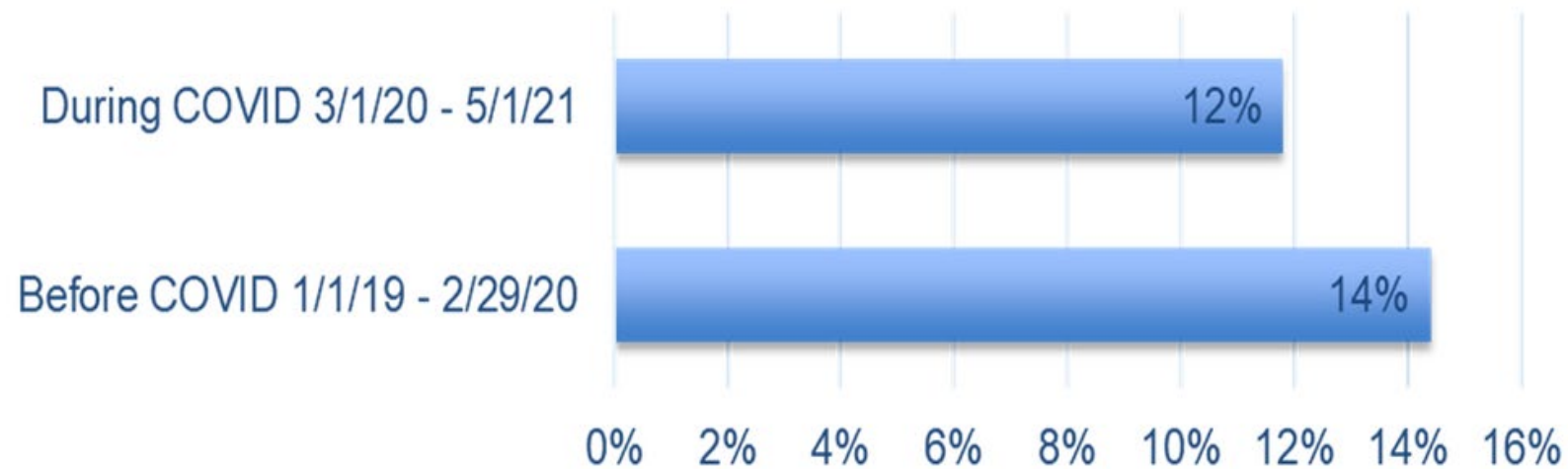
## Currently at risk for (n=12,902)



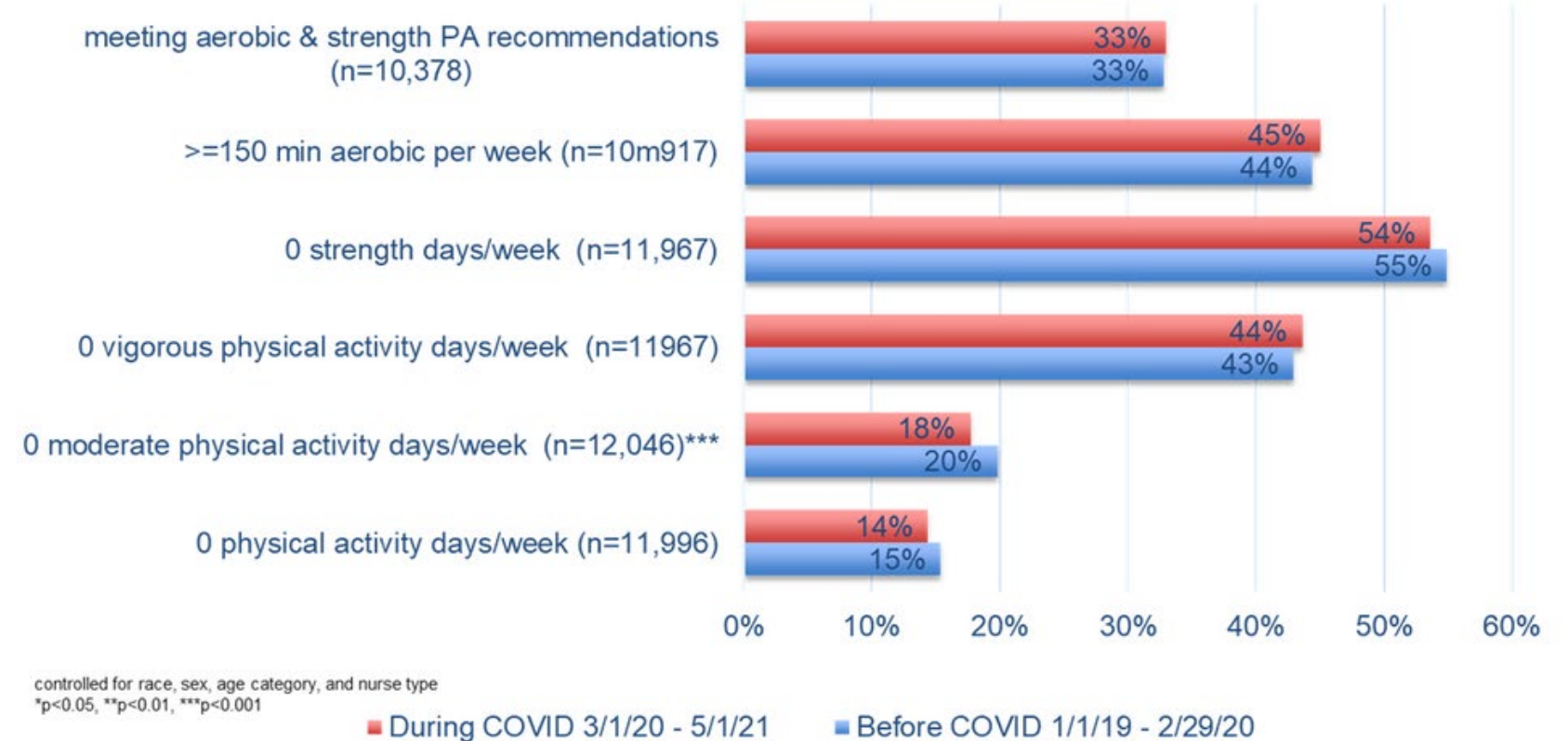
controlled for race, sex, age category, and nurse type  
\*p<0.05, \*\*p<0.01, \*\*\*p<0.001

# Sleep

## Fallen asleep while driving, past 30 days (n=11,466)\*\*\*



# Exercise



controlled for race, sex, age category, and nurse type  
\*p<0.05, \*\*p<0.01, \*\*\*p<0.001

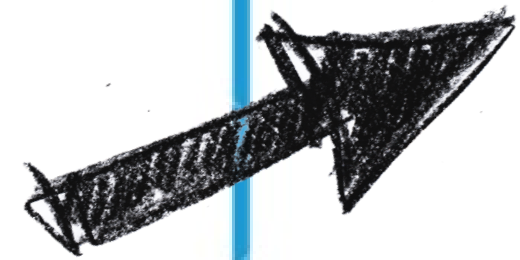
# What We Heard From Over 110,000 Nurses



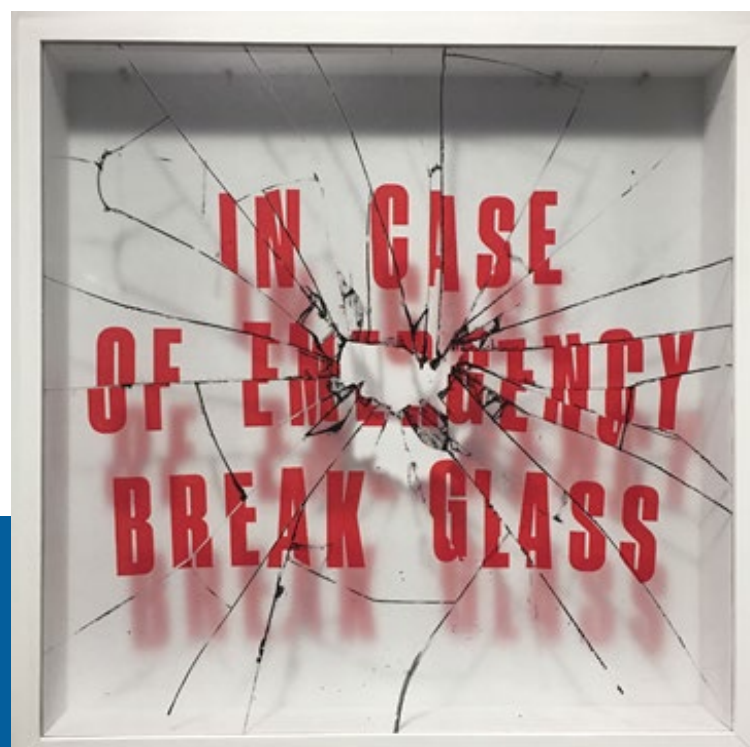
The pandemic continues to take a toll on nurses' mental health, particularly those early in their career – **85% exhausted** & **65% anxious**

*\*\*younger nurses trend higher*

- 51%** Exhausted\*\*
- 43%** Overwhelmed\*\*
- 24%** Sought professional mental health support
- 18%** Intend to leave their position within 6 months
- 1%** Felt suicidal\*\*



work negatively affecting health & well-being, **47%**  
insufficient staffing, **45%**



# How Nurses' Wellness is Addressed...



Resilience / Resiliency  
Overused?

EAPs as standalone  
solutions are not  
cutting it!

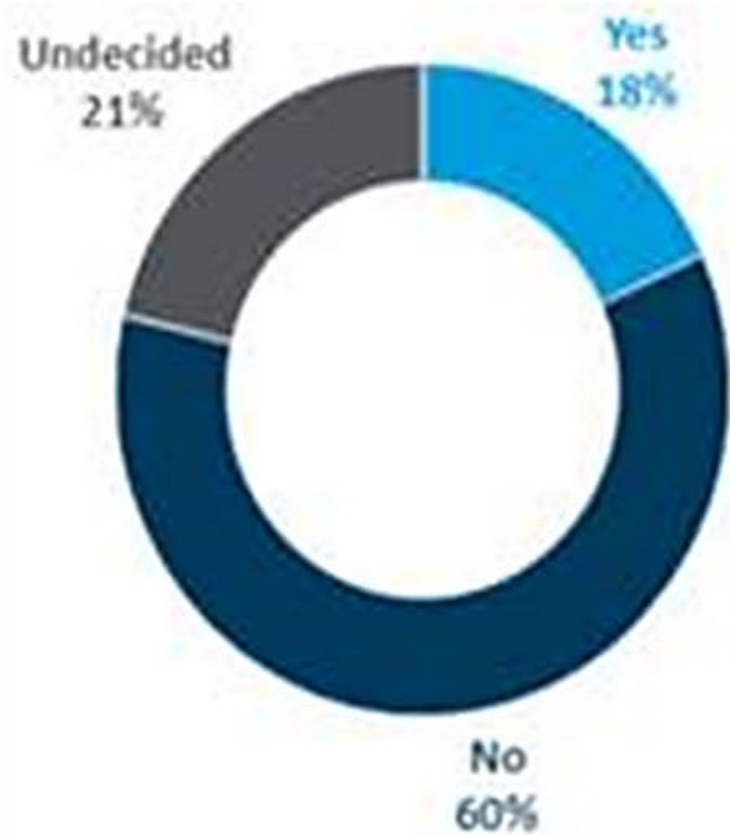
Wait & See  
Approach...

You can't manage  
what you can't  
measure!

Positive  
Disruption is  
Needed!

# Intent to Leave

In the next six months do you intend to leave your position?



Please check the following reasons for wanting to leave your position?

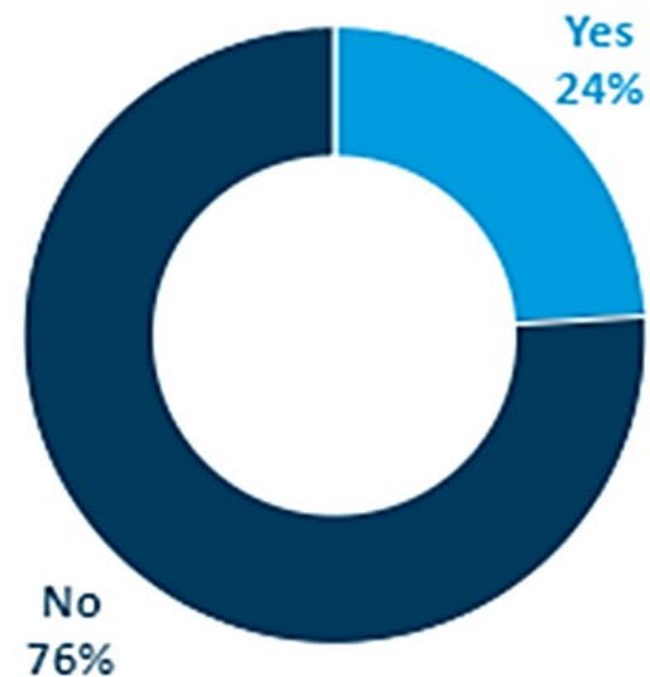


# One Year Impact Assessment Survey

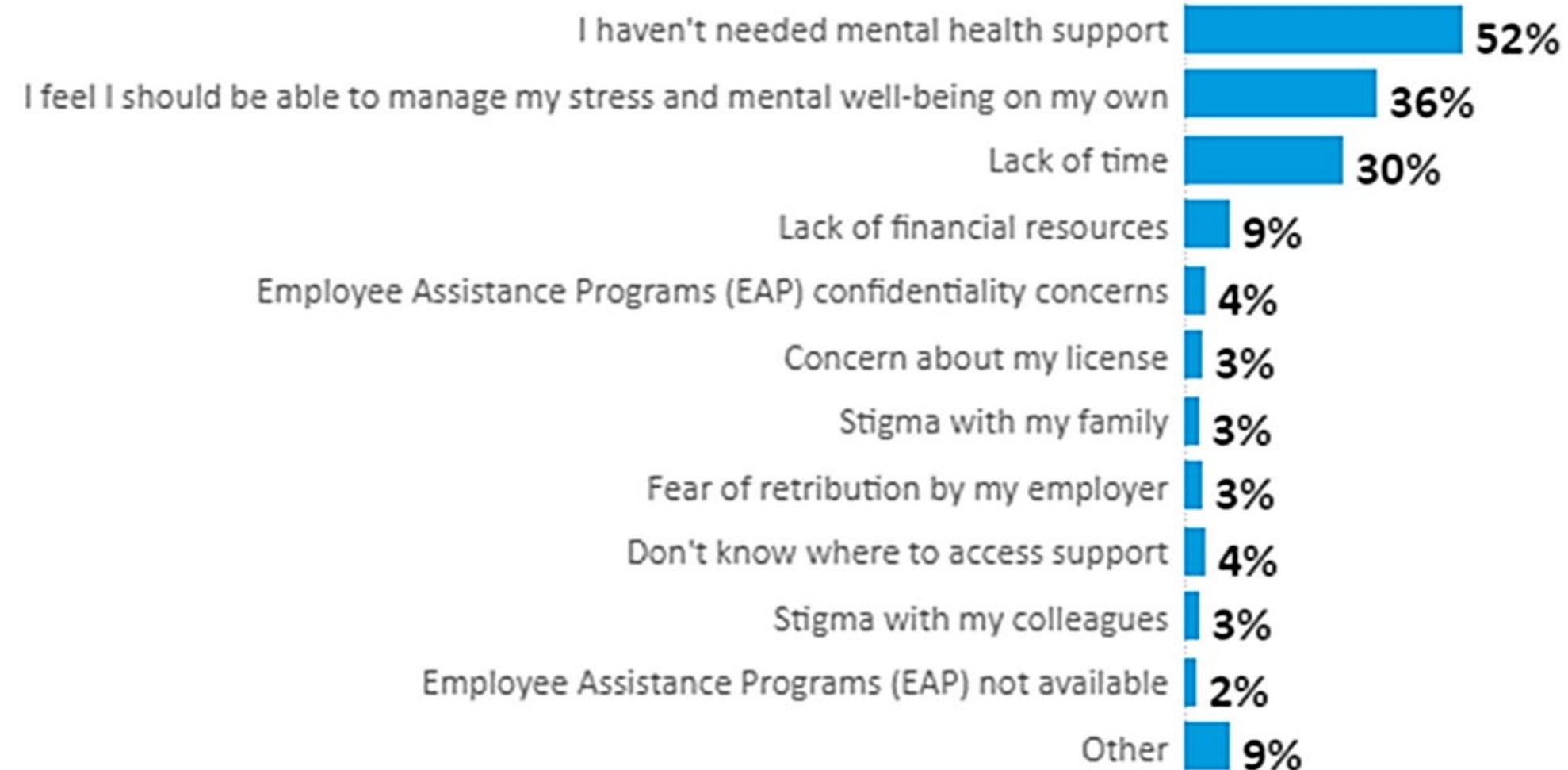
Survey from Jan. 19 thru Feb. 16, 2021 (N=22,316)

## Since March 2020, have you sought professional mental health support?

Have you sought professional mental health support?



If no, why not?



BIPOC Nurses  
less likely to  
seek mental  
health & higher  
in every  
category with  
smaller sample  
size

*“Regardless of education, as [for] a nurse of color, **the opportunities do not seem to come; clinical skills are always being questioned;** nurses eat their young’ is doubled if you are a nurse of color.”*

*“[I] always had a hard time; never easy for me; first Black nurse in multiple departments in the hospital; they never made it easy; I have been told **“people like me never get anywhere.”**”*

*I have staff—both Black and White—who disrespect you; they make fun of you; **I looked forward to retirement.”***

*“Even our Black patients have bought into believing that **Black nurses are less than and cannot provide qualified care.”***

*“If I were to **replace my face with a White person’s face,** where would my career be?”*



NATIONAL COMMISSION TO ADDRESS  
**Racism in Nursing**



# Addressing Inequity within Nursing

	BIPOC Nurses	White Nurses
COVID - 19 Diagnosis	10%	5%
Asked to Stay Home	12%	9%
Delayed Major Expenses	44%	42%
Used Emergency Funds	42%	38%
“None of the Financial Implications Apply to Me”	14%	24%





# We must address the Cause & Culture



5%

*of nurses stated that EAP was helpful in strengthening their well being*

8%

*of nurses that responded to the survey stated they hoped to continue to use EAP services in the future*



# Final Thoughts.....

“Structural racism in nursing and healthcare is a key social influencer of health, and its elimination should also align with professional nursing’s policy priorities”, (Nardi et al, 2020).

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*“In order to adequately and effectively address health inequities and social determinants of health, Nursing must first look inward to address inequity, lack of diversity, discrimination and racism that lies within the profession. It’s not hiding...it has always been in plain sight.”*



## Nurse Suicide Prevention/Resilience

[www.nursingworld.org/practice-policy/nurse-suicide-prevention/](http://www.nursingworld.org/practice-policy/nurse-suicide-prevention/)



## Healthy Nurse, Healthy Nation

[www.HNHN.org](http://www.HNHN.org)



## Well-Being Initiative

[www.nursingworld.org/practice-policy/work-environment/health-safety/disaster-preparedness/coronavirus/what-you-need-to-know/the-well-being-initiative/](http://www.nursingworld.org/practice-policy/work-environment/health-safety/disaster-preparedness/coronavirus/what-you-need-to-know/the-well-being-initiative/)