

NurseTRUST

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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



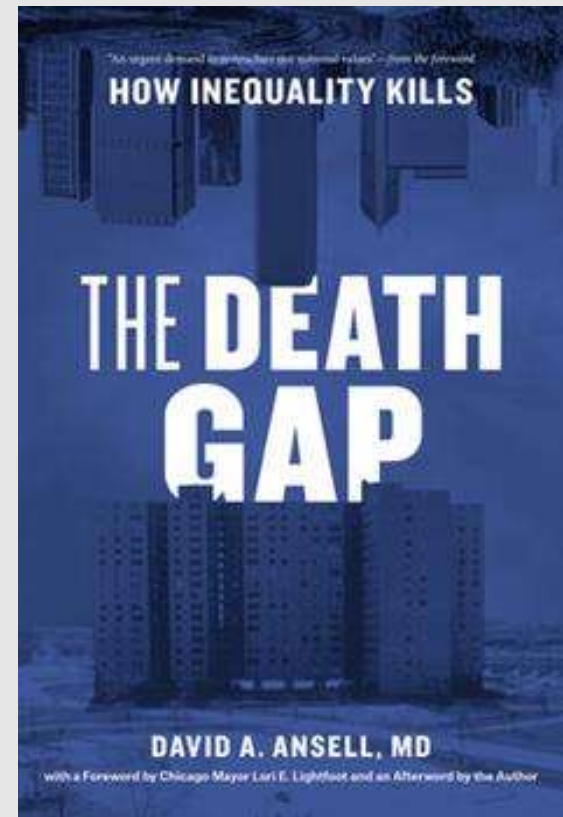
Health Equity

- “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

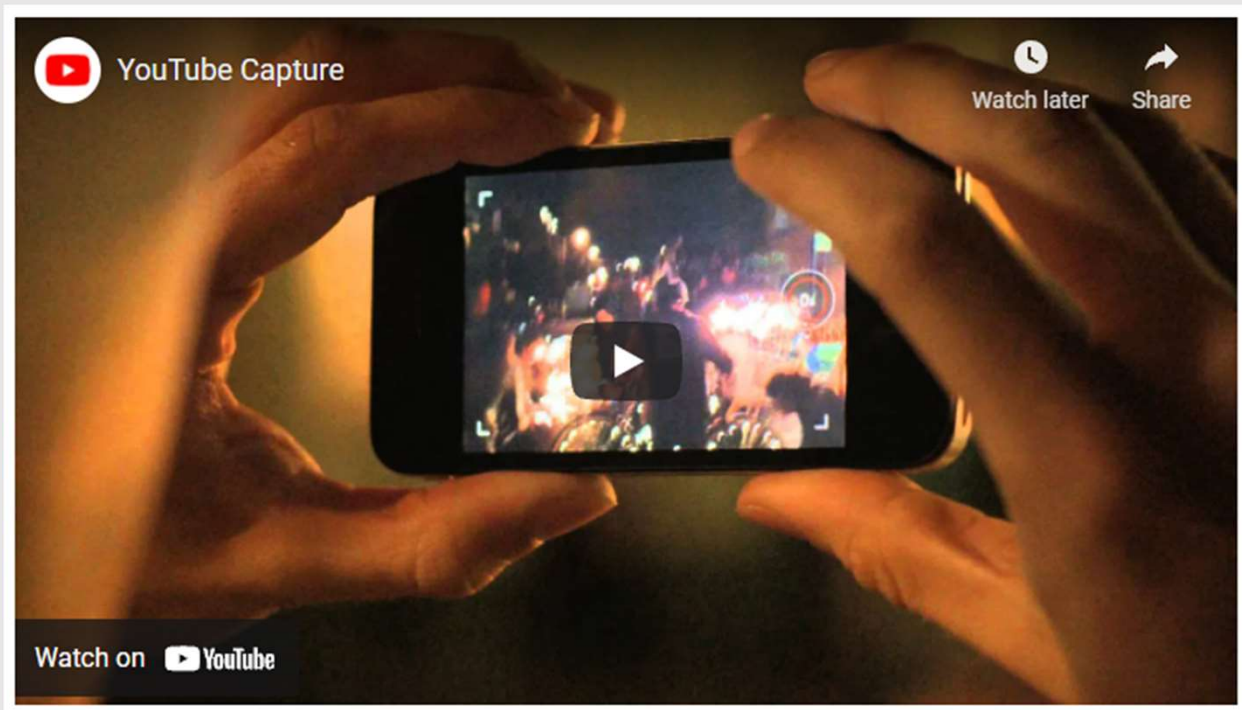
- Promoting justice and fairness within our profession and institutions, tackling equity requires an understanding of root causes of disparities



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.

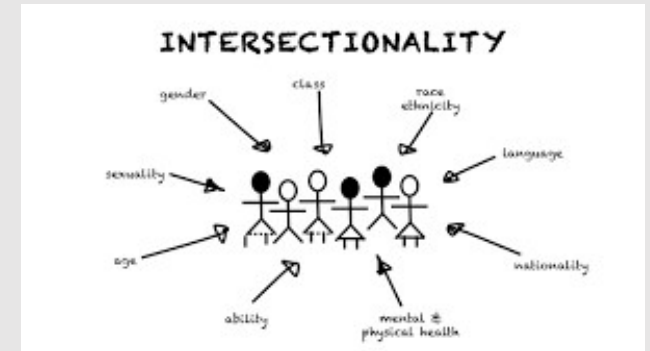
The background image is a photograph of a rugged, rocky coastline at dusk or dawn. The sky is a deep blue, and the water is calm, reflecting the light from the horizon. The foreground shows dark, silty cliffs. The quote is centered in a large, white, serif font.

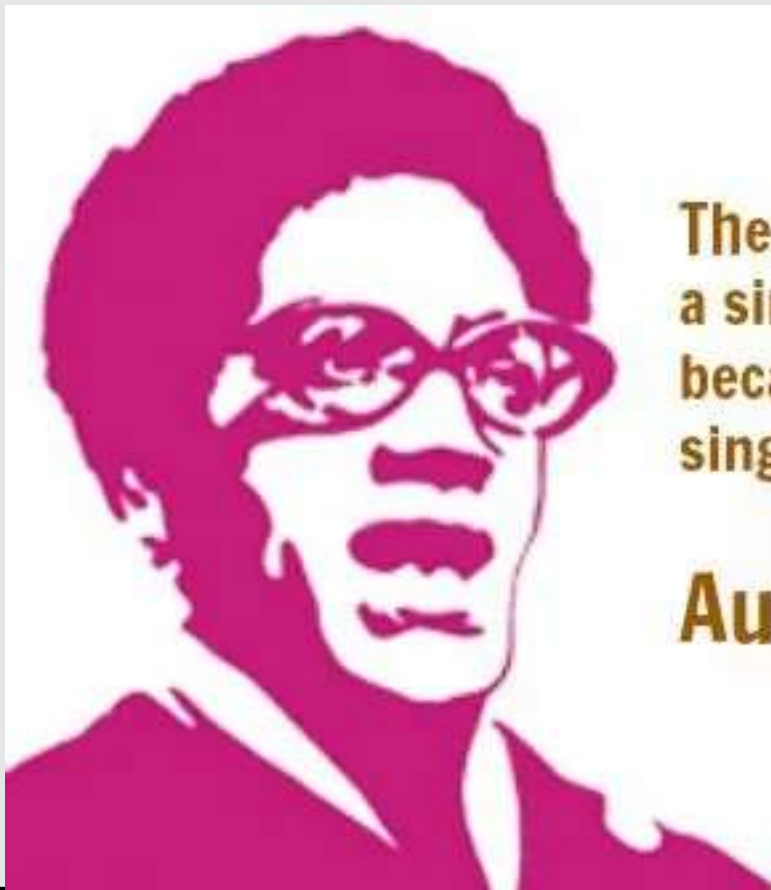
Solidarity is not
Discovered By
Reflection But
Created.

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/neponline/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

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

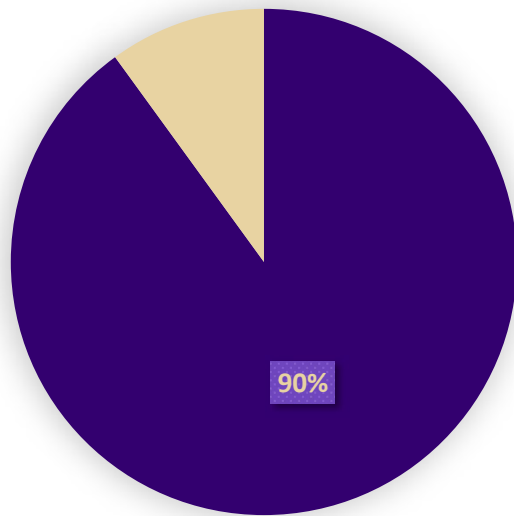


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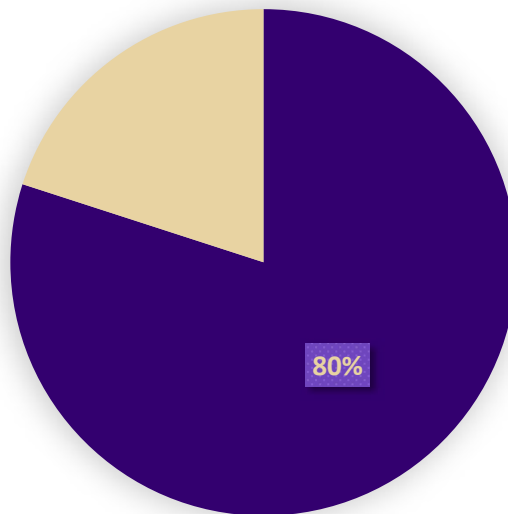
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Nursing Education

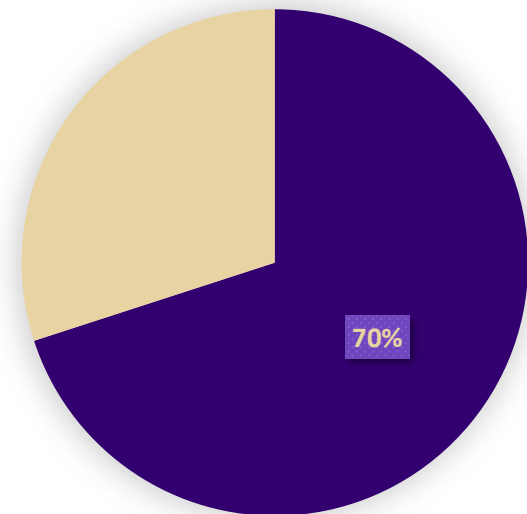
1910-1960



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.

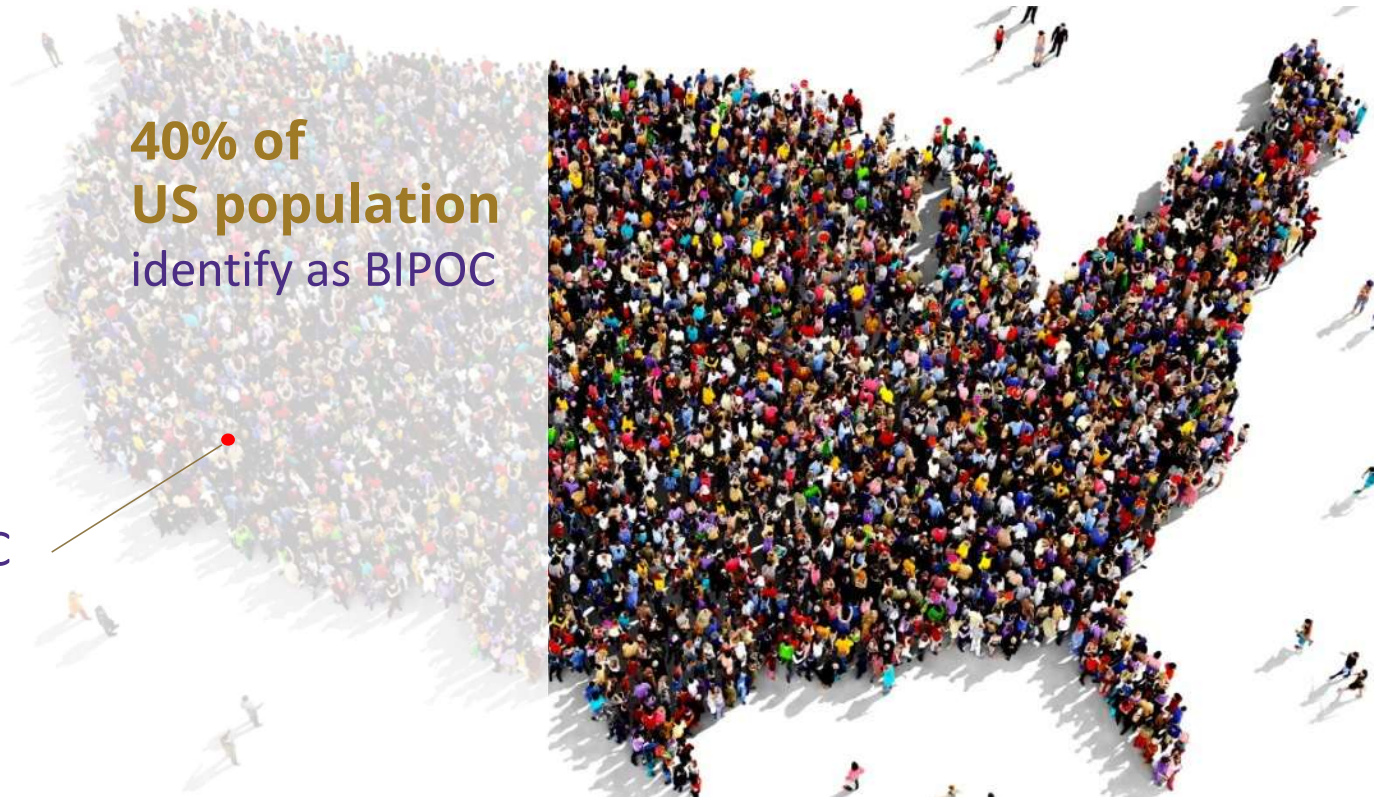
W

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.

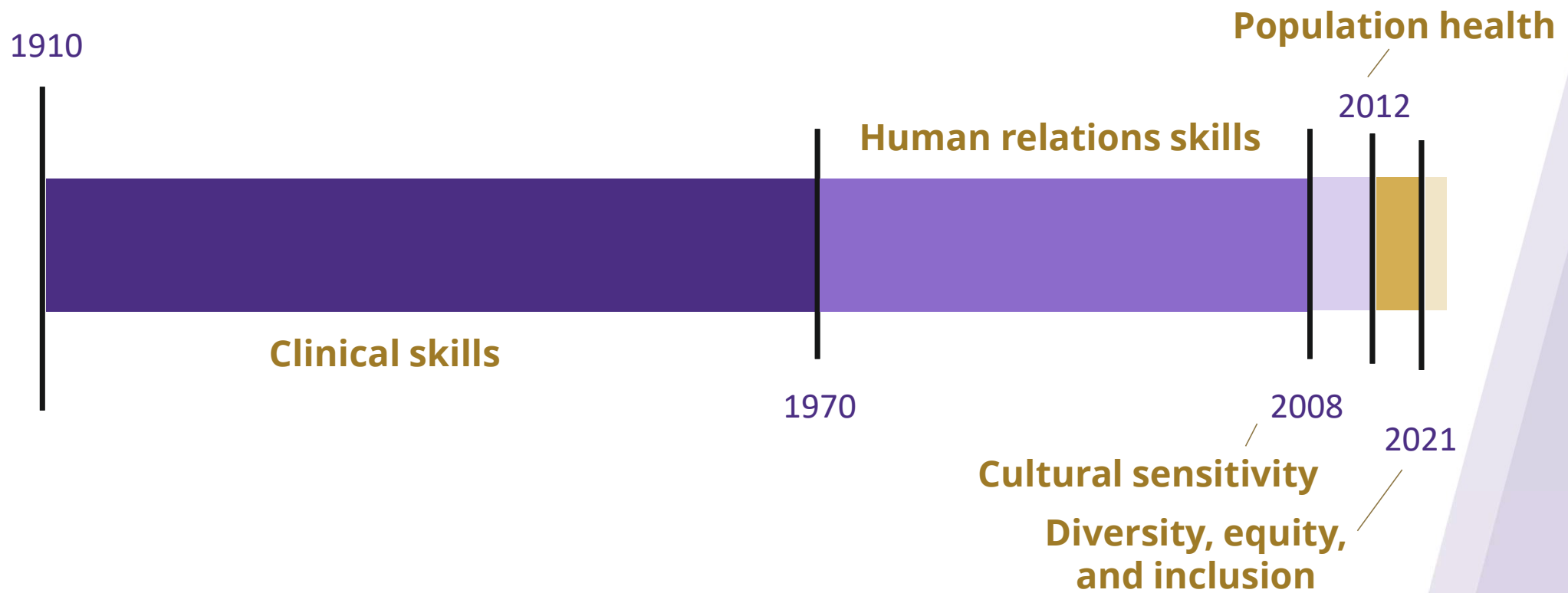
Frey, William H. (2021). New 2020 census results show increased diversity countering decade-long declines in America's white and youth populations: <https://www.brookings.edu/research/2020-census-results-show-increased-diversity-countering-decade-long-declines-in-americas-white-and-youth-populations>.



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



01
Nursing Education

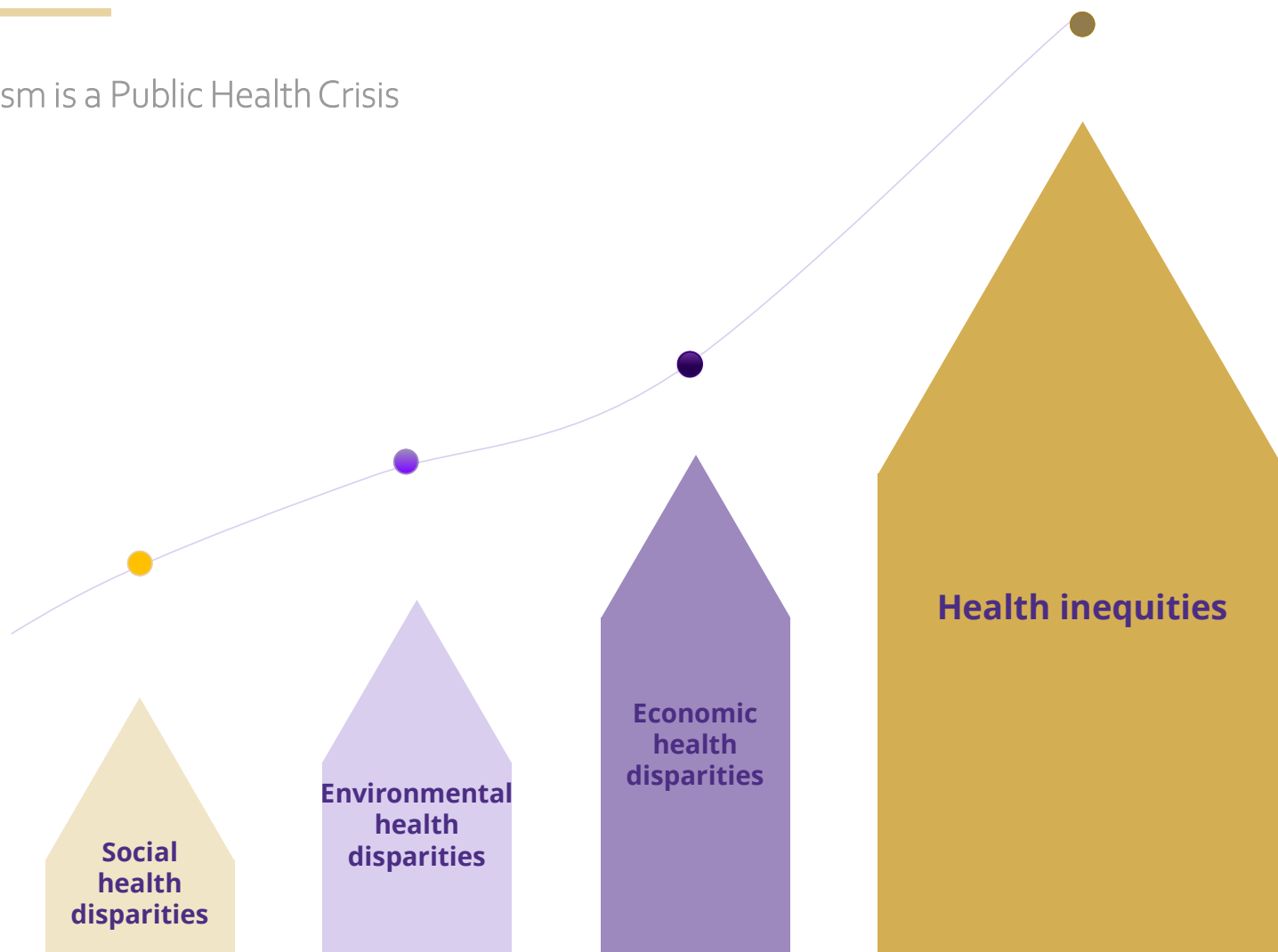


American Association of Colleges of Nurses (AACN) (2008). The Essentials of Baccalaureate Education for Professional Nursing Practice. 1-62.

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

02

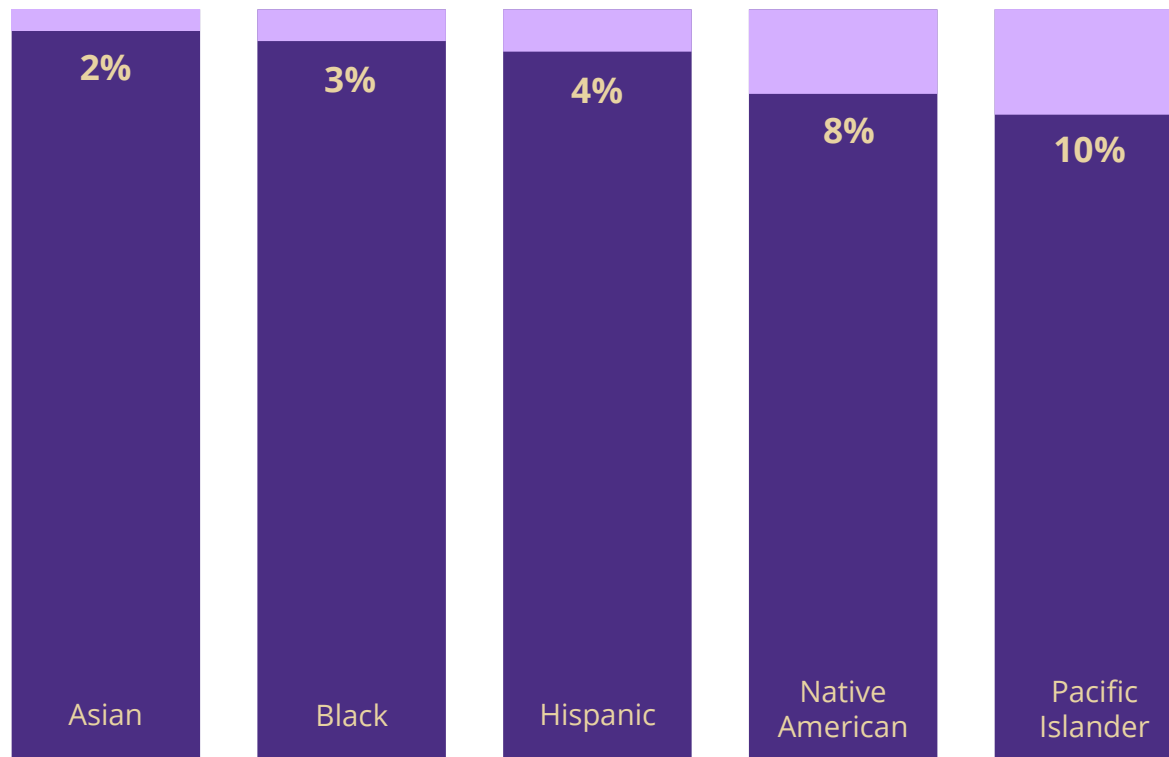
Racism is a Public Health Crisis



W

0 2

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*.



0 2

Racism is a Public Health Crisis

CONFRONT RACISM



W

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



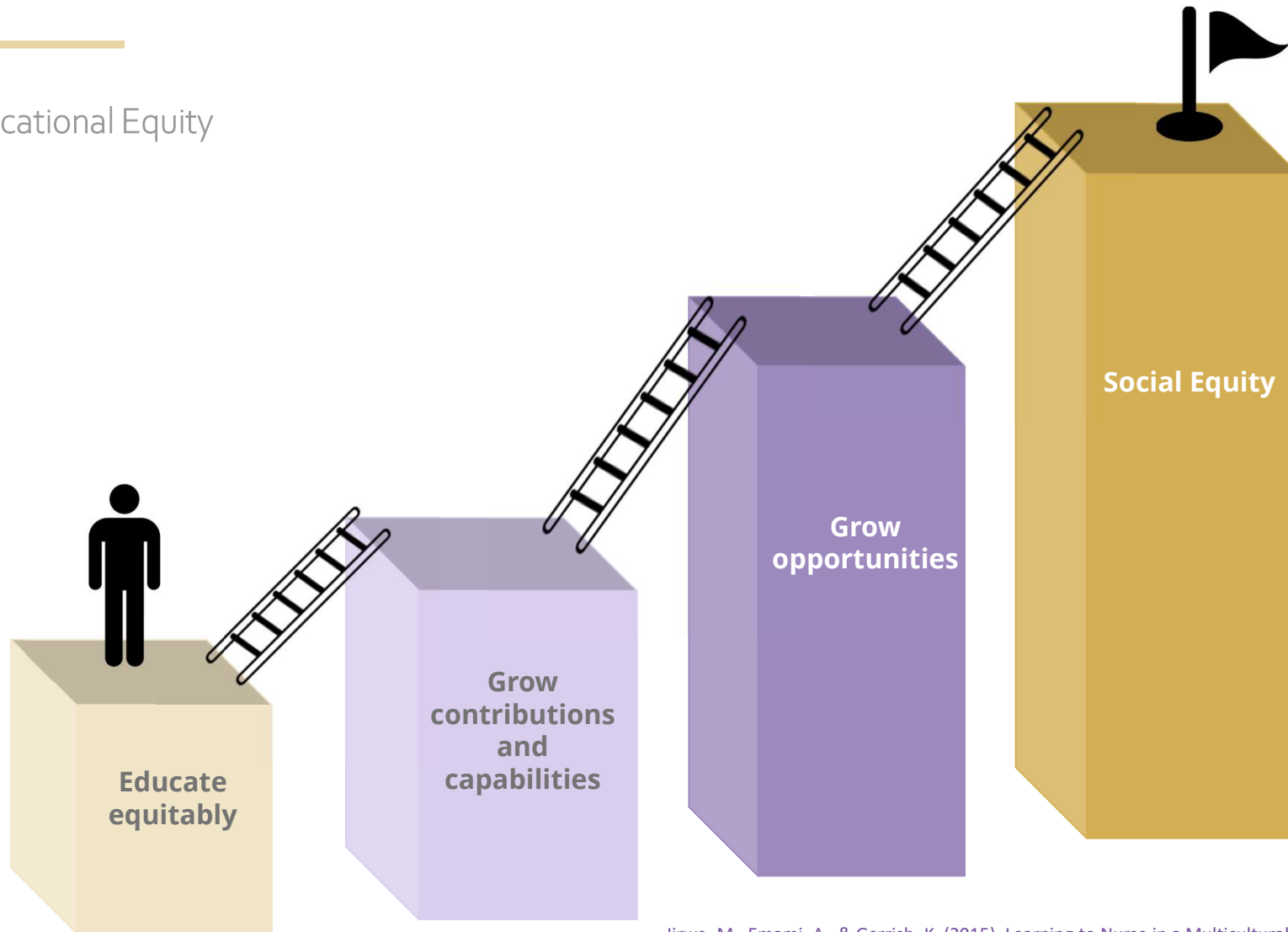
Support underrepresented students



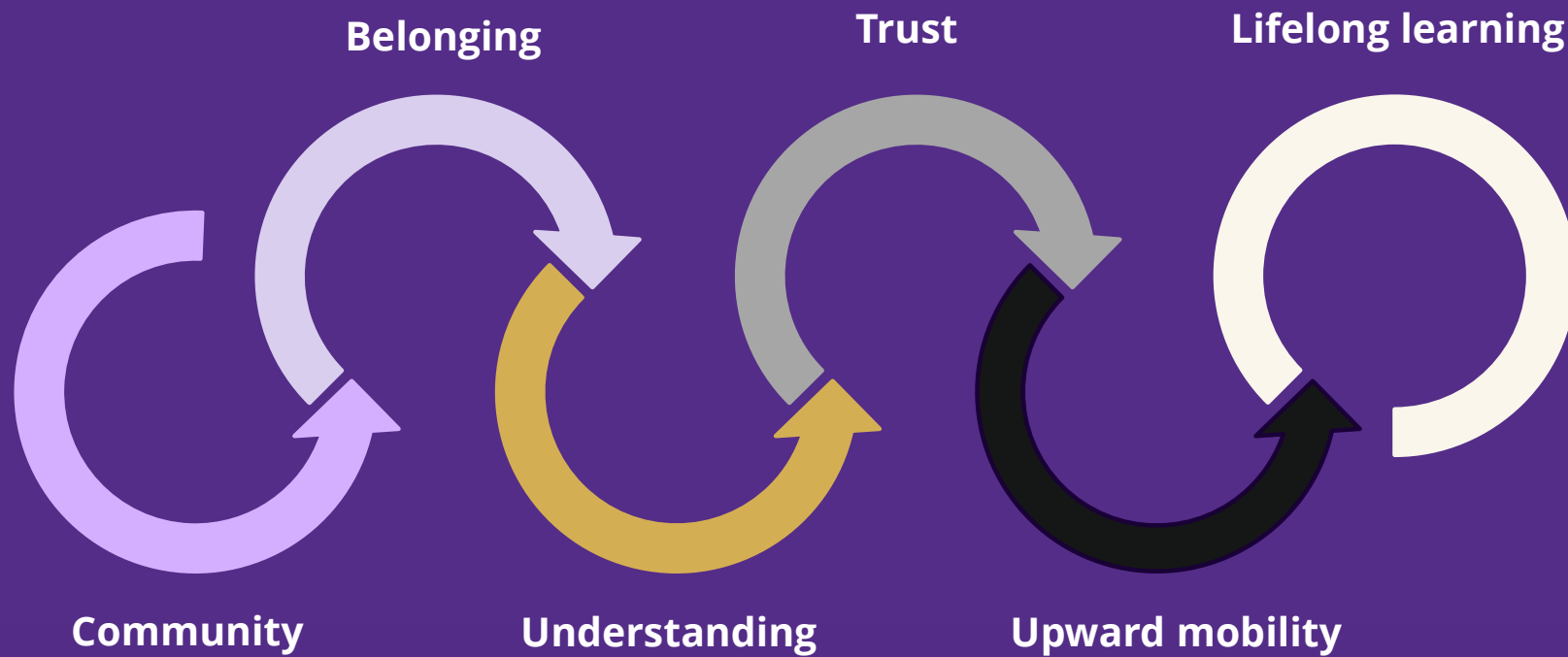
Influence professional practice



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.



“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

A large, bold, white letter 'W' is positioned in the bottom right corner of the slide. The background is a solid purple color with a subtle diagonal line running from the top right towards the bottom left.

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ANNUAL SUMMIT

March 12-14, 2023



Dr. Warren Hébert

Chief Executive Officer
HomeCare Association of Louisiana

March 12-14 | New Orleans, LA

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March 12-14 | New Orleans, LA

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APRIL

2024

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
			10	11	12	13
7	8	9	17	18	19	20
14	15	16	24	25	26	27
21	22	23				
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!