

Progress Update

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Utah Action Coalition

Advocates for Nursing and Health Equity

What is the Utah Action Coalition?

- A group of stakeholders from the health care community interested in the well-being of the nursing workforce and its direct impact on the future health of Utahns
- Focus of work has been on implementing recommendations from the past two National Academy of Medicine's (NAM) report on the future of nursing in America
- We are a coalition, not an incorporated organization
- Founded in 2012
- Utah Commission on Aging (UCON) is the Utah Action Coalition's fiscal agent. Thank you to Rob Ence for being such a valuable partner!



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Accomplishments

- Instituted Nurse Residency programs in all acute care hospital chains and in long term care settings
- Developed seamless education pathways to achieving a bachelor's degree in nursing (NAM goal was 80% of the nation's nursing workforce to be BSN prepared by 2020)
- Removed barriers to practice for APRNs in the Medicaid program
- Exceeded national goal to place nurses on boards in Utah (reached goal with over 200 nurses serving, or 245% of our state goal as of 12/31/2022)
- Worked with high schools to help prepare diverse prospective students for a career in nursing



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Accomplishments

- Created Unidos en Utah/National Hispanic Nurses Association Chapter
- Instrumental in creating Nurse Data Center/Utah Medical Education Council
- Assisted in creation of APRN Fellowship programs
- Included health equity and social determinants of health care information in the statewide certified nursing assistant (CNA) curriculum
- And more!



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Present Work and Priorities

- Received a grant *“Hitting the Bullseye on Eliminating Structural Racism in Nursing: Utah Action Strategies”* from the AARP Foundation and the Center to Champion Nursing in America, effective 1/1/2023 for two years. \$50K base funding and \$35+K in matching funds contributed from partners.
- Working on three priority areas from the NAM 2020-2030 Future of Nursing report centered on health equity.



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Grant Highlights: “Hitting the Bullseye on Eliminating Structural Racism in Nursing: Utah Action Strategies”

- Four pilot sites: University of Utah College of Nursing, Weber State University, Westminster College, and a rural nursing education program (in progress).
- ECHO Platform to be used: We are now beginning to develop curriculum to address eliminating structural racism in nursing education with a launch date of October 2023 (6-9 ECHO sessions planned).
- Curriculum to be based on findings from focus groups of approximately 75 diverse nurses (all programs) from the U of Utah College of Nursing.
 - Themes from these focus groups were biases in grading, testing methods, classroom inclusivity, microaggressions from students, faculty, and preceptors, lack of diverse role models, biases in approving school projects and lack of course content application to diverse communities, etc.



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Grant Highlights: “Hitting the Bullseye on Eliminating Structural Racism in Nursing: Utah Action Strategies”

- Nurse consultant skilled in diversity, equity and inclusion will be hired to develop the curriculum for the ECHO sessions.
- Monthly ECHO sessions will include representatives from the four pilot sites. Discussion of how to remove these barriers will be planned in the 1 ½ ECHO sessions. Follow-up meetings with each site will be held to determine how to individualize session recommendations to the specific education site.
- Diverse student advisory councils will be formed at each pilot site that report directly to the Dean or Program Head.
- Criteria will be developed and used to monitor the evaluation of the program.
- Best practices will be developed to advance nursing education practices for diverse students.



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Utah Action Coalition Work: Top 3 Priorities from the Future of Nursing Report 2020-2030

- Recommendation 2: Nurse Well-Being and Resiliency
- Recommendation 3: Integrating Social Determinants of Health and Equity/Inclusion Concepts into the Nursing Curriculum
- Recommendation 7: Assuring the Current Nursing Workforce is Trained in Social Determinants of Health and Equity/Inclusion Concepts



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Strategic Process

- Conduct Environmental Scans to gain a baseline assessment of major current and ongoing activities by Utah's health systems and nursing education programs.

What are health systems doing to encourage health equity and social determinants of health awareness into nursing practice?

- Major themes
 - A broad focus on SDOH across the systems
 - Lots of education about DEI, SDOH, equity/inclusion across leadership
 - System level approaches
- Best Practices
 - DEI Teams, leadership education, assessing how the EHR can help in providing equitable care, using patient safety events as a focus point – is there an equity issue here?



What are health systems doing to promote nurse wellbeing?

- Major themes
 - Leader Rounding is critical
 - Leadership training – leaders who can support followers have stronger engagement and resilience scores
 - Shared Governance structures
- Best Practices
 - Strategic plans that include ‘Exceptional Team Experience’
 - Magnet Journey
 - Listening Tour



What are nursing programs doing to teach health equity?

- UONL/Academic Leadership Committee assisted in the completion of the scan
- 25 programs responded (68% response rate), 100% of programs have some SDOH built into their curriculum
- Best Practices:
 - Adopt standard set of definitions in population health and SDOH,
 - Assure 5 key categories of SDH are addressed across all nursing curriculum,
 - Update school mission statements to include diversity, equity, and SDOH.



What Can You Do To Help?

- Let us know if you are aware of a consultant, local or national, that is skilled in diversity, equity, and inclusion and has experience in developing higher education curriculum.
- Help us spread the grant findings as our work may be applicable to many other health care disciplines.



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What's Next?

- Policy Priorities
- Refreshed strategic map for 2023-24
- Grant implementation



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Questions,
Discussion, and
Thank you!

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