

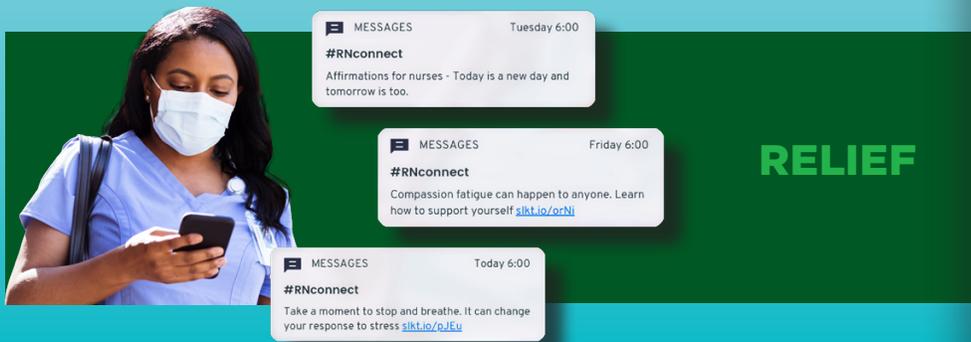


# AMERICAN NURSES FOUNDATION

## NEWSLETTER FOR SUPPORTERS

FALL 2021

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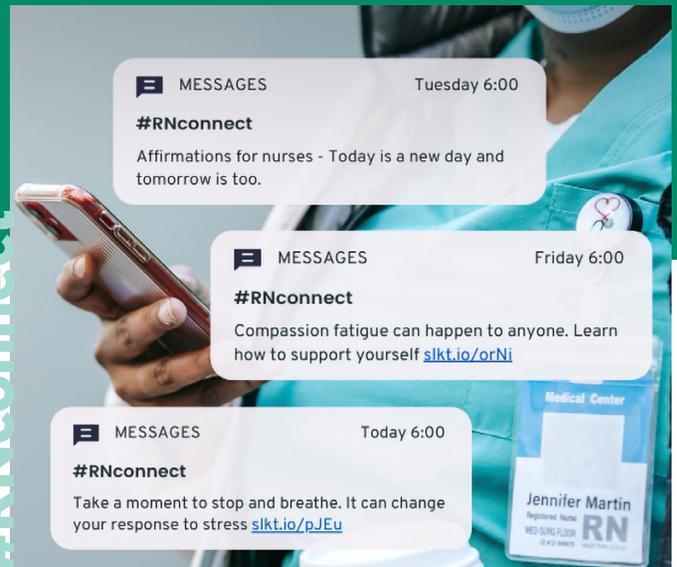
Addressing Stigma

# Connecting Nurses to Well-Being Support One Text at a Time

While nursing always has been time-intensive, the COVID-19 pandemic brought these demands to a new level. The Foundation's Pulse on the Nation's Nurses COVID-19 Survey Series: Year One COVID-19 Impact Assessment found that 30 percent of nurses who chose not to seek professional mental health support reported that lack of time was a factor.

To provide relief to nurses who don't have the time for traditional therapeutic programs, the Foundation made a grant in Fall 2020 to the Arizona Nurses Association to pilot RNconnect 2 Well-being (RNconnect). The eight-week opt-in text messaging system provided optimistic and uplifting messages every three to four days, as well as informational web links to practical well-being practices. The pilot results were overwhelmingly successful. Nearly 3,000 nurses participated, and 93 percent remained for the entirety of the program. Program participants indicated the opt-in text messaging successfully reached frontline nurses, with the majority saying the resources they received via text were useful or very useful.

#RNconnect



Given the positive impact of the pilot, the Foundation invested in a nationwide expansion. With funding made possible thanks to the generosity of United Health Foundation, the Foundation worked with the Arizona Foundation for the Future of Nursing to expand the program to 17 Constituent and State Nurses Associations (C/SNAs). RNconnect ran through August 2021 for a total of 12 weeks of bi-weekly text messages. Survey responses indicate that 94 percent of nurses incorporate the resources into their daily life or practice. One nurse shared, "The messages are excellent reminders of ways to care for ourselves when so much of the time we are caring for others." "They have validated that what I'm feeling is normal!" said another nurse.

## **SKECHERS** Supports Nurses with a Nationwide Register Round Up



In honor of National Nurses Month 2021, Skechers created a "register round-up" program to encourage its customers to round up their purchases and include at least a \$5 donation to the Foundation. At the same time during the month of May, Skechers offered nurses a 10% discount on their styles. The response was overwhelming and provided a significant boost to the Foundation's Coronavirus Response Fund for Nurses. At the conclusion of Nurses Month, the Skechers round-up campaign raised over \$73,000, which was the largest corporate fundraising total during Nurses Month.

"We have the utmost respect for the nurses who have helped and saved lives during the pandemic,"

said Michael Greenberg, Skechers president. "Partnering with communities across the nation to show our gratitude for these unforgettable acts through donations to the American Nurses Foundation is a small way to say 'thanks' for their selfless acts. Our hearts go out to all of those who continue to work tirelessly to get us through this crisis." The Foundation appreciates and applauds the ingenuity and collaboration of Skechers' staff, as well as the generosity of thousands of loyal Skechers customers who were moved to contribute. This significant gift allows the Foundation to boost its efforts to support critical areas where frontline nurses need immediate and ongoing support like mental wellness, direct financial assistance, and national advocacy.



# Returning to Family Presence: A Balanced and Informed Approach

One of the images captured vividly during the pandemic – a nurse holding a phone so a patient could video chat with family – illustrated how restrictive family and visitor policies impact patients and nurses.

To address this problem, the Foundation made a grant to Planetree International, a leader in patient-centered care initiatives, to create and implement a new decision-making tool. It will help healthcare leaders implement hospital and nursing home visitation policies that balance safety and infection control with the importance of in-person family presence. It also provides a practical solution for nurses to balance the need for safety and family presence, which is fundamental to continuing the healing process.

The free online resource is available here [bit.ly/visitingpolicyaid](https://bit.ly/visitingpolicyaid). A broad stakeholder group convened by Planetree International developed the framework. Members included nurses, healthcare executives, quality and safety experts, policymakers, patients, and family caregivers. The Foundation funded this effort in recognition of the vital advocacy role nurses play in preserving family presence.

The decision-making toolkit guides nurse leaders and other users through a process of considering a range of variables when establishing visiting parameters. These include local conditions, resource availability, equity, and current evidence about potential harms and benefits of family presence.

Findings from the Foundation's Pulse on the Nation's Nurses: Family Presence and Visitation survey (May 2021) reinforce the vital role of patients' family members. Fifty-seven percent of nurses said they strongly agree that patients' family members serve an essential function that benefits care. When asked if supporting patients with little or no access to family created an additional burden on nurses during the pandemic, 52 percent strongly agree.

Early adopters praised the clear cut, logical rationale behind the tool, stating it helped them advocate for family presence guidelines that align with their professional obligations and values. Key among the recommendations is the involvement of patients and families to inform any policy decisions. Said one early adopter, "We got some really great insight from our family partner. She was a gut check for us."



FAMILY PRESENCE POLICY  
DECISION-MAKING TOOLKIT  
FOR NURSE LEADERS

Released May 25, 2021

*A project spearheaded by Planetree International,  
with funding from the American Nurses  
Foundation*



COVID VACCINE  
FACTS FOR  
NURSES

COVIDVaccineFacts4Nurses.org

# COVID Vaccine Facts for Nurses



**N**urses are critical to care and to delivering vaccines to the nation. Johnson & Johnson provided the Foundation with funding for the American Nurses Association (ANA) to initiate a national campaign to get nurses the information they needed for themselves and their patients – with a special lens of equity and race.

Taking a focused approach of collaboration, education and engagement, the campaign directly targeted more than 750,000 nurses through the coalition members' respective associations since its launch in early 2021. With a goal to reach 1 million nurses nationally utilizing digital media tactics between May through October 2021, the actual social media impressions exceeded 2 million by July.



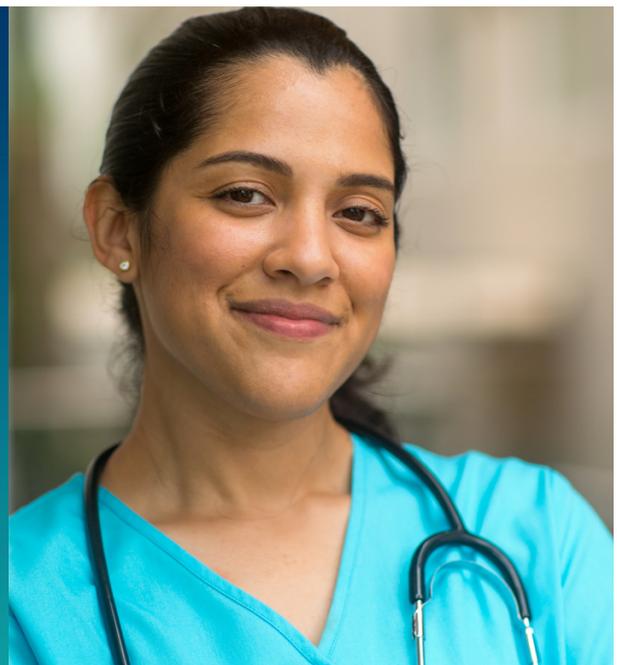
ANA and 22 other nursing and healthcare organizations joined forces to develop the COVID Vaccine Facts for Nurses campaign. This included a website

to serve as a hub for information, webinars, town halls, and social media messaging to equip nurses with culturally sensitive materials so they can confidently and effectively educate people in their communities.

ANA and its coalition partners also conducted two surveys of nurses to learn more about what their patients and communities are saying and asking about the COVID vaccines. From the first survey done in May we learned there were content gaps, such as allergies and COVID-19 vaccines, reproductive concerns, immunity, and how long vaccines protect against COVID-19. The July survey found nurses remain concerned about variants, booster shots, vaccines and children, and reproductive issues. ANA is developing assets that address these concerns.

## Take the first step in helping yourself and supporting your nurse colleagues.

The Well-Being Initiative offers programs and apps that support nurses' mental health and resilience. The resources are free, the benefits are priceless, and they're available to you and all your nurses at [www.nursingworld.org/thewellbeinginitiative](http://www.nursingworld.org/thewellbeinginitiative).



# Gratitude Practice for Nurses: Adding to the Recovery Toolkit

**F**all is a time when many of us reflect on what we are most grateful for, but we could benefit from doing it more often. The newest program of the Foundation's Well-Being Initiative, Gratitude Practice for Nurses, highlights gratitude year-round, as a regular part of the work environment. Launched during Nurses Month in May 2021 and made possible thanks to the generosity of the Aetna Foundation and donors to the Coronavirus Response Fund for Nurses, the program is rooted in the research that practicing gratitude is good for a nurse's well-being. While expressions of public gratitude towards nurses and other frontline workers were a common occurrence particularly early in the pandemic, this work focuses on individual nurses and teams developing regular gratitude practices.

According to the Greater Good Science Center (GGSC) at University of California Berkeley, two decades of research suggests gratitude may be associated with many benefits, including better physical and mental health, increased happiness and life satisfaction. GGSC also notes in its white paper *The Science of Gratitude* that other studies suggest "scientifically designed practices to increase gratitude can also improve people's health and encourage them to adopt healthier habits."

To give nurse leaders tools to incorporate gratitude practices, the Foundation partnered with GGSC, the "epicenter for research on happiness and gratitude" (New York Times). GGSC also brings many years of experience partnering with healthcare providers and organizations to put this research into practice, including training and scalable digital resources.

Gratitude Practice for Nurses features research-based, easy-to-implement strategies for both nurses' individual well-being and for the well-being of their colleagues, patients, and organization. The centerpiece of the program is a gratitude toolkit with an accompanying implementation guide. The guide includes the research behind gratitude, as well as activities and tips for nurse leaders to implement gratitude with their teams. Additionally, there is a dedicated community of practice comprised of nurse leaders from across the country, who are doing a deep dive into gratitude and have committed to bringing learnings to their colleagues.

Individual nurses can register for regular three-week gratitude challenges where they join a community and practice gratitude daily. These challenges will run through the end of 2021.



## Benefits of Gratitude in the Workplace

A "thank you" from a supervisor gives people a **STRONG SENSE OF SELF-WORTH, AND LEADS TO INCREASED MOTIVATION, PRODUCTIVITY, TRUST, AND HELPFULNESS.**

When employees feel gratitude, they seem **MORE COMMITTED TO THEIR ORGANIZATION AND THEIR COLLEAGUES.**

Practicing gratitude **BOOSTS EMPLOYEE WELL-BEING AND REDUCES SICK DAYS.**

Hearing "Thanks" at work **MAKES PEOPLE HAPPIER AND MORE PRODUCTIVE BY 50%!**

Employees perceive grateful bosses as **MORE LIKELY TO SUCCEED.**

According to the U.S. Department of Labor, **THE NUMBER ONE REASON PEOPLE LEAVE THEIR JOBS IS BECAUSE THEY DON'T FEEL APPRECIATED.**



# Reimagining the Future of Nursing

NURSES, ACADEMICIANS, INFORMATICISTS, COMPUTER SCIENTISTS, DEVELOPERS, AND ORGANIZATIONS ARE NEEDED TO IMPROVE HEALTH CARE DELIVERY SYSTEMS.

A grant from Kaiser Permanente supported the formative planning phase of the Reimagining Nursing Initiative (RN Initiative). A meeting in January 2020 with the Foundation and 18 leaders in nursing, healthcare delivery, regulation, academia, and technology identified three areas where it is necessary to accelerate change and take bold action to overcome inherent systemic barriers:

- **EDUCATION** New nurse graduates face a gap between educational preparation and job requirements. The RN Initiative goal is to identify innovations that develop and demonstrate competency and expand clinical experience, ensuring new nurse graduates can immediately and successfully contribute to transforming the health delivery system.
- **TECHNOLOGY** In clinical practice, there is a lack of integration in health care processes and technologies, which also don't support the work of nurses. Often there isn't recognition for nurse autonomy and innovation, especially when technology companies don't partner with nurses when developing automation, artificial intelligence, and other technologies for healthcare. The RN Initiative will prove that technology designed by nurses for nursing can improve efficiency and clinical outcomes.
- **DIRECT REIMBURSEMENT** The lack of direct reimbursement to nurses and for nursing care limits the delivery of care. The lack of direct accounting for the intellectual contributions of nurses to patient outcomes often contributes to underinvesting in nursing, which can have a profound impact on patients' well-being. The RN Initiative will make the value of nursing more visible by expanding nursing practice in community, home, and public health settings through direct reimbursement for nursing care delivery, management, and coordination outcomes.

Nurses are central to delivering high-quality, accessible, and equitable care for all Americans. Yet, our current health care system under-develops, under-utilizes, and under-appreciates nurses. The Foundation is working to change this and wants nurses to answer the request for proposals for bold, innovative, and risky (but not reckless) ideas that will give nurses the knowledge, tools, and environments to deliver exemplary care.

Over the next three years, with funding made possible in part through the generosity of the Kaiser Permanente National Community Benefit Fund at the East Bay Community Foundation in Oakland, California; Omnicell; AMN Healthcare; the Salka Impact Fund, the Foundation seeks nurses, academicians, informaticists, computer scientists, developers, and organizations that want to make the value of nursing more visible thereby improving health care delivery systems. Applications are due October 25, 2021.

While there is a limit to what each pilot can accomplish within the three-year grant, the Foundation will work with each pilot to create scalable solutions suitable for broader implementation. Ultimately, the overall aim is transforming nursing delivery to improve access, care, and outcomes for all.



For more information on the Reimagining Nursing Initiative and to learn how to apply for a grant, please visit [www.nursingworld.org/foundation/programs/rninitiative](http://www.nursingworld.org/foundation/programs/rninitiative) or contact us at [RNI@ana.org](mailto:RNI@ana.org).

# Nursing Knowledge to Improve Care

Since 1955, the Foundation has invested in nursing research to advance care. To date over \$5 million has supported more than 1,100 studies. Recent awards include:

- In partnership with the AONL Foundation for Nursing Leadership Research and Education, two \$10,000 grant awards were made for research on nursing leadership's impact on and response to the coronavirus pandemic and nursing leadership's role in advancing health equity and eliminating disparities:
  - From the **Joyce J. Fitzpatrick Leadership Research Endowment** to Jessica Peterson, PhD, RN, and her team at the Center for Evidence-Based Practice and Nursing Research at Ochsner Clinic Foundation, New Orleans, for *"Nurses' Experiences During the Covid-19 Pandemic: Examining Nurse Leader Impact and Staff Redeployment."*
  - From the Foundation's research grant funding to Alyson Keen, MSN, RN, at Indiana University Health, Indianapolis, for *"Building Human Connection During the Merger of Two Global Pandemics."*

With support from the American Nurses Credentialing Center and funding from the Foundation's **Margaretta Madden Styles Credentialing Research Endowment**, the Foundation awarded \$223,864 over three years to Olga Yakusheva, PhD and Ronda G. Hughes, PhD, MHS, RN, FAAN at University of Michigan for *"The Impact of Specialty Registered Nurse Certification on Patient Outcomes and Costs in Acute Care."*

Donor contributions, especially named endowments targeted for research, make this work possible.



# Addressing Stigma

Tens of thousands of nurses have used the Foundation's Well-Being Initiative since it launched last spring. As the pandemic continues, supporting nurses' mental well-being is critical and should accelerate in the years ahead to address both the lasting impact the pandemic will have on nurses and leverage the opportunity to create change. To identify this long-term body of work, the Foundation aligned data from the Pulse on the Nation's Nurses Survey Series, available research, and gap analysis and determined it is essential to tackle the stigma nurses face when seeking mental health support.

The Future of Nursing 2020-2030 report released by the National Academy of Medicine in May bolsters this imperative to address mental health stigma among nurses. In its recommendation to promote nurses' health and well-being, the report highlights the need to "evaluate and strengthen policies, programs, and structures within employing organizations and licensing boards to reduce stigma associated with mental and behavioral health treatment for nurses." The report further advises stakeholder actions that include "restructuring systems and implementing initiatives...to reduce the stigma and barriers that prevent health professionals from seeking support." Employers, associations, and other organizations have mental wellness programs available, however the Pulse survey found

that only 42 percent of nurses agreed or strongly agreed with the statement "My employer values my mental health." At a policy and regulation level, we know that as of 2018, 22 state boards of nursing did not ask mental health-related questions in a manner that is ADA compliant. All of this aligns into society where seeking treatment is still widely stigmatized, though mental health disorders are prevalent. Nearly 20 percent of adults will experience a psychiatric disorder or condition during their lives.

Bringing about change will require a multi-pronged approach and the ability to bring together stakeholders in nursing, health care, and beyond. In the coming months, the Foundation will convene experts to identify best practices to implement on a broad scale. These learnings also will inform our future funding decisions in the form of competitive requests for proposals. Additionally, discussion around licensure is another point to reduce the stigma against seeking mental health support.

It is essential nurses feel free to seek mental health support as needed. Rebuilding the culture to promote full self-care requires addressing stigma. Through this focus on well-being, the Foundation will advance our vision of a healthy world through the power of nursing.

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## Your gift will impact the future of nursing.

Many donors who have supported the American Nurses Foundation have said, "I wish I could do more." A legacy gift does just that. It allows you the flexibility to make a gift that suits your needs and ensures that the American Nurses Foundation can continue to make a difference for nurses and the nursing profession.

### Help support the critical work nurses do with a gift from your will.

Your will is the key to your legacy and protecting your family's future. Without a will or trust, state law will determine who receives what and how much from your estate ... even if it is not what you intend.

A charitable gift in your will—a charitable bequest—is an easy and flexible way to support American Nurses Foundation. You can give a dollar amount, specific items, or designate a percentage of your estate. If you already have a will, you can add American Nurses Foundation to it with a simple amendment.

Giving to American Nurses Foundation is a powerful way to leave a meaningful legacy and support the life-saving work that we do. If you have already named the American Nurses Foundation in your will or other aspect of your estate plan, thank you and please let us know.

To learn more about the benefits of making a charitable bequest, visit our website at [giftplanning.nursingworld.org](http://giftplanning.nursingworld.org) or call Karen Schofield-Leca at 301-628-5095.



The American Nurses Foundation is a 501(c)(3) charitable organization with a vision of a healthy world through the power of nursing.

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