

# FUTURE OF NURSING™

## Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA



### Building a Culture of Health: The Leadership Role of the National Association of Hispanic Nurses

#### Webinar Summary September 19, 2018

This webinar features representatives from the National Association of Hispanic Nurses (NAHN) who provide an overview of the organization, its grant programs, and membership opportunities. The speakers also share how NAHN is using the 2018 County Health Rankings & Roadmaps Key Findings Report, a collaboration between the Robert Wood Johnson Foundation and the University of Wisconsin Population Health Institute, which ranks nearly all counties in the country based on over 30 health factors. NAHN, a member of the *Campaign for Action's* Diversity Steering Committee, shares how Action Coalitions and individuals can become involved with the organization.

#### Objectives

- Review RWJF's County Health Rankings and Roadmaps focused on Hispanic/Latino communities.
- Learn more about NAHN.
- Discuss NAHN-funded grants.
- Learn how Action Coalitions can get involved with and/or become members of NAHN.

#### Presenters



**Winifred V. Quinn, PhD, FAANP (Hon),**  
Director, Advocacy & Consumer Affairs, Center to Champion Nursing in America

Across the country, there is a movement to advance the field of nursing so that all Americans have access to high quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success. This national level [Future of Nursing: Campaign for Action](#) is a result of the Institute of Medicine's landmark 2010 report on the [Future of Nursing: Leading Change, Advancing Health](#).

The *Campaign for Action's* field-based teams, the [Action Coalitions](#), are leading this movement and are equipping themselves with knowledge gained from technical assistance provided by the Center to Champion Nursing in America (CCNA), a joint initiative of AARP, the AARP Foundation, and the Robert Wood Johnson Foundation. Such technical assistance comes in the form of webinars, face to face interactions, and other facilitated engagements with public policy leaders, content experts, consultants, and Action Coalition peers across the country.



**Adriana Perez, PhD, RN, CRNP, ANP-BC, FAAN, FGSA**, Assistant Professor of Nursing and Senior Fellow, Leonard Davis Institute of Health Economics, University of Pennsylvania School of Nursing



**Norma Cuellar, PhD, RN, FAAN**, NAHN President and Professor, Capstone College of Nursing



**Cresta Archuletta**, NAHN Executive Director



**Angie Millan, DNP, RN, FAAN**, NAHN Board Member and Chair of Awards and Scholarships, NAHN Past President



**Susana Gonzalez, RN, MSN, MHA, CNML**, NAHN Board Member and Membership Committee Chair

## **Introduction**

Adriana Perez, PhD, RN, CRNP, ANP-BC, FAAN, FGSA, assistant professor of nursing at the University of Pennsylvania School of Nursing and senior fellow at the Leonard Davis Institute of

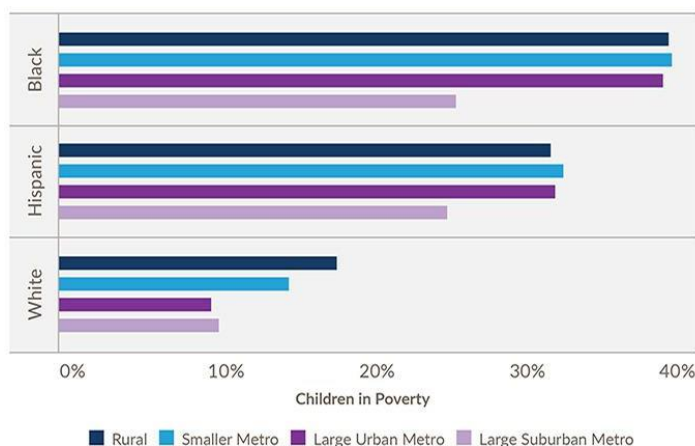
Health Economics, facilitates and opens the webinar. She highlights and explains Hispanic Heritage Month before introducing the speakers.

## Presentation Summary

Norma Cuellar, PhD, RN, FAAN, NAHN President and Professor, Capstone College of Nursing, introduces the 2018 County Health Rankings & Roadmaps and the factors that directly affect the Hispanic/Latino community. She also reviews what health equity is, the ethical and human rights, principle, or value that motivates us to eliminate health disparities.

Below are some disparities that NAHN works to overcome:

1. social and economic factors
  - Hispanic/Latino people are less likely than white people to graduate high school in 4 years and are more likely to have higher unemployment rates
  - These factors impact health disparities leaving the population with less money for access to care
2. residential segregation
  - Shared the County Health Rankings Model that shows how one's neighborhood affects the health outcomes of the population
  - NAHN works to advance health policies and programs that will positively affect health outcomes for the Hispanic/Latino community
3. childhood poverty and teen births
  - Hispanic/Latino children have higher poverty rates than white children, especially those in rural communities
  - Hispanic/Latino teenagers have high birth rates compared to white teenagers, though the rate has decreased significantly since 2006



countyhealthrankings.org

## About NAHN

Cuellar provides an overview of NAHN and shares the organization's mission and purpose.

### Overview

NAHN is a nonprofit organization with approximately 2,000 members and 44 chapters. The organization is involved nationally, regionally, and locally with issues that affect Hispanic/Latino nurses and the health of the Hispanic/Latino community. NAHN provides opportunities for

mentoring and networking and promotes collective and collaborative action among Latinos in nursing to strengthen their development.

### *Purpose*

We celebrate the culture, caring, and spirit of Hispanic nurses who are the leading voice of health in our communities.

### *Mission*

To provide members with:

- leadership opportunities
- professional opportunities
- educational opportunities.

Currently, a focus of NAHN is advancing opportunities for leadership development since only 6% of the RN population consists of Hispanics/Latinos.



### *Second mission*

To advance the health of Hispanic communities

This is done through volunteerism and working within the community.

### *National Benefits*

- Connection to a network of Hispanic health care professionals; diverse in professional activity; very inclusive.
- Chance to serve in leadership positions on NAHN's board and committees.
- Forum for nurses to analyze and evaluate the health care needs of the Hispanic community.
- Opportunities to disseminate research findings and policy perspectives that will impact policy making and the allocation of resources locally and nationally.

### *Chapter Benefits*

- Local opportunities to qualify for awards and scholarships.
- Network to share information on local activities, events, and job opportunities.
- Participation in chapter events such as local conferences, leadership training, networking receptions.

### *Types of Membership*

- Multiple levels of membership:
  - general
  - nursing affiliate
  - student
  - emeritus
  - corporate, and
  - affiliate.
- Members do not need to be Hispanic/Latino; those who want to improve health care outcomes of the Hispanic/Latino community are welcome.

### *Conferences*

- 2019 Latino Leadership Institute: January 24-27 (San Juan, Puerto Rico).
- 2019 Annual Conference: July 15-19 (Tahoe, NV).

### Grant Programs & Partnerships

Research is a major focus of the organization, and they have several grants focused on improving health care for Latinos/Hispanics and increasing diversity in the nursing workforce. Some of their funders include the National Institutes of Health (NIH), Pfizer, and the Health Resources and Services Administration.

Angie Millan, DNP, RN, FAAN, NAHN Board Member and Chair of Awards and Scholarships, NAHN Past President, provides an overview of the NIH-SEPA (Science Education Partnership Award) grant, supported by the National Institutes of Health.

#### *“Choosing Nursing as a Career” Bilingual Media Toolkit*

- One of the major products of the grant is the “Choosing Nursing as a Career” bilingual media toolkit.
- The goal of the toolkit is to increase the number of Hispanics/Latinos in nursing.
- It provides detailed information on nursing career options, pathways to becoming an RN, paying for college, etc.
- It also includes information on Hispanics/Latinos in nursing, highlights Hispanic/Latino role models, and provides instructions for obtaining a NAHN mentor.

*“That is the work of all of the nursing organizations out there helping us move this work forward,” says Angie Millan on the increase of Hispanic RNs.*

An external independent evaluator from the University of California, Berkley School of Public Health evaluated the toolkit. Overall, the evaluations were positive, and 95% of those surveyed stated they learned something new from the presentation. Millan summarizes the demographics of the audience as well as provides the statistics for additional survey questions.

Based on speaker comments, NAHN will continue working on several improvements, including clearer instructions for logging on to the online portal, and the creation of two toolkit checklists for speakers.

**Millan encourages NAHN members and chapters to promote the toolkit and use it for community presentations.** Interested persons can become mentors or mentees by registering online with their mentoring database.

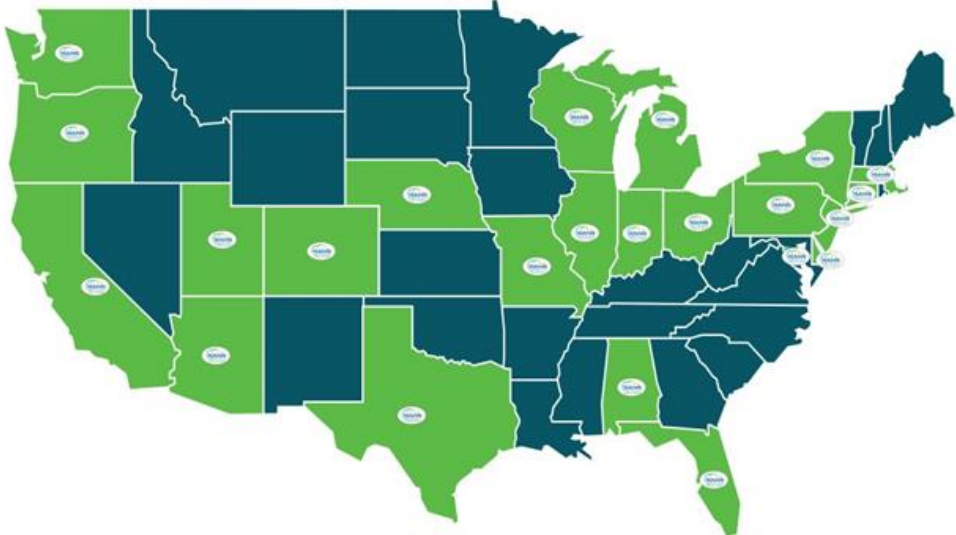
How can an Action Coalition Get Involved?

Susana Gonzalez, RN, MSN, MHA, CNML, NAHN Board Member and Membership Committee Chair, presented information on how Action Coalitions and individuals may become NAHN members and involved with local chapters.

Visit [www.nahnnet.org](http://www.nahnnet.org) and search for local chapters to see where chapters exist and how to contact the local leadership.

The organization always needs volunteers to offer their expertise, participate as a speaker, attend the annual conference, and assist with policy and advocacy initiatives.

**Location of NAHN Chapters**





If a chapter does not exist in a particular location, NAHN encourages the formation of new chapters by contacting their Executive Director [director@thehispanicnurses.org](mailto:director@thehispanicnurses.org).

*Requirements to start a chapter include*

- Two or more licensed nurses may apply.
- Must be a community of active local individuals ready to organize as a nonprofit entity in their state and obtaining group federal tax exemption.
- Serve specified communities not currently served by an existing chapter.
- Specify a point of contact to represent the chapter.
- identify additional coordinators.

Conclusion



Cresta Archuletta, NAHN Executive Director, summarizes the presentation and reiterates that **NAHN addresses the largest health care challenges facing Hispanics/Latinos through members who understand the community.**

The RWJF County Health rankings provide NAHN with data that allows the organization to identify challenges and opportunities to assist the Hispanic/Latino community at local levels. The 2018 data shows that there is important work needed to be done to address gaps in health outcomes, and that NAHN can play a key role in addressing these issues and raising awareness for effective policies.

**Audience Questions & Answers**

**Q: How many members does NAHN currently have?**

A: Currently, there are 1,900-2,000 members and 1/3 are students. NAHN welcomes anyone that can impact the health outcomes of Hispanic/Latino communities whether they are Hispanic/Latino or not; there is no requirement to speak Spanish.

**Q: What scholarships does NAHN offer?**

A: There are several scholarships offered to members, including the United Health Foundation grant which provides 19 multi-year scholarships to students. There are also scholarships from other organizations and past leaders that provide individual scholarships.

Several chapters offer additional scholarships at the local level.

**Q: Where is the toolkit located? Can the toolkit be used for community presentations?**

A: The toolkit will be available on the website for anyone to utilize.

**Q: What is one of the biggest lessons learned that you would like to share with colleagues looking to recruit younger people into the profession?**

A: One major lesson learned is the need to get youth interested in nursing earlier than high school, especially since they need to have a strong background in science and math. NAHN is planning to begin focusing on middle school students.

**Q: How does one sign up to be a mentor if their state (Georgia) does not have a chapter?**

A: Every NAHN member is invited to become a mentor if a member of NAHN. Sign-up under the “Data Mentor/Mentee” page.

To start a chapter, reach out to the national office and find more information online.

**Q: Can you share more on how the Community Health Rankings will be used to address residential segregation and its impact on improving the health outcomes within these communities?**

A: We are looking at the 2018 Community Health Rankings. Currently, there are no programs implemented, but the data is being used as a resource to strategically partner and equip local chapters with this information, so they can offer local community action programs. As programs become available, the national office and chapters will post the information.

NAHN also uses this type of statistic in strategic partnering on funding.

**Q: Does the mentee have to be in a nursing program?**

A: No, mentees do not need to be in a nursing program. NAHN often makes presentations at high school and adult career fairs. The mentor helps guide mentees into a nursing program and shows them how to navigate the system.

**Q: Could you explain seed funding for starting a new chapter?**

A: Seed money is money given to start new chapters. It's usually \$500.

**NAHN Contact Information:**

- [director@thehispanicnurses.org](mailto:director@thehispanicnurses.org)
- [president@thehispanicnurses.org](mailto:president@thehispanicnurses.org)
- [www.nahnnet.org](http://www.nahnnet.org)

The IOM's recommendations include: the need for more advanced education of registered nurses; nurses leading innovations in health care and being appointed to decision making bodies; all nurses practicing to the full extent of their education and training; a more diverse nursing workforce and faculty; and more interprofessional collaboration among nurses,



physicians, and other members of the health care team in the educational and clinical environments.

### **CCNA Contact Information**

For more information about this webinar, technical assistance questions, or questions related to the Future of Nursing: *Campaign for Action*, contact [wquinn@aarp.org](mailto:wquinn@aarp.org) at the Center to Champion Nursing in America.

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