

2. SUPPORTING NURSES TO ADVANCE HEALTH EQUITY

2.1 Rapidly increase both the number of nurses with expertise in health equity and the number of nurses in specialties with significant shortages, including public and community health, behavioral health, primary care, long-term care, geriatrics, school health, and maternal health. The Health Resources and Services Administration (HRSA), the Substance Abuse and Mental Health Services Administration (SAMHSA), the Centers for Disease Control and Prevention (CDC), and state governments should support this effort through workforce planning and funding.

1. Key Strategic Stakeholders

Nursing Organizations

Organizations for nursing education, licensure, certification, accreditation

Health Care Organizations

Employers; Insurers; Payers

Non-profit Organizations

Organizations supporting racial and ethnic minorities

Federal Government

Centers for Disease Control and Prevention; Centers for Medicare and Medicaid Services; Department of Education Health Resources and Services Administration; Substance Abuse and Mental Health Services Administration

2. Top 3-5 Actions for 2021

- A. Undertake an environmental scan or needs assessment to answer “who needs to be doing what?”
- B. Assess current knowledge on social determinants of health and health equity through an audit of curriculum
- C. Assess current funding sources for nursing education
- D. Develop a uniform definition of health equity or social determinants of health
- E. Develop a platform to engage stakeholders in this effort

3. Top 3-5 Actions for 2022

- A. Identify a dedicated funding source for nursing development/education
- B. Create a national health equity collaborative
- C. Develop a public awareness campaign
- D. Identify exemplar learning experiences and revise current nursing education curriculum to be inclusive of learning experiences with health equity, emphasizing experiences outside of the acute care setting
- E. Formalize joint appointments for nurse educators and practitioners in partnership with health systems such as CONE in North Carolina
- F. Reallocate medical health dollars to nursing
- G. Work with employers to incentivize employees to pursue careers in nursing (such as nursing externships for CNAs, techs, food service workers)

4. Success Indicators

- Implementation of dedicated funding sources for nursing development
- Number of nurses in specialty areas with shortages (goal of percentage increase)
- Number of employers /nursing curriculum with inclusive experiences in health equity and social determinants of health