

3. PROMOTING NURSES' HEALTH AND WELL-BEING

3.4 Employers, including nurse leaders, should establish a culture of physical and psychological safety and ethical practice in the workplace, including dismantling structural racism; addressing bullying and incivility; using evidenced-informed approaches; investing in organizational infrastructure, such as resilience engineering; and creating accountability for nurses' health and well-being outcomes.

1. Key Strategic Stakeholders

2. Top 3-5 Actions for 2021

3. Top 3-5 Actions for 2022

<p>Nursing Accrediting Organizations (Joint Commission, Magnet/ANCC, Nursing Education, etc.); State and Federal Professional Organizations to include diversity and specialty focused groups</p> <p>Healthcare State Hospital Associations; Large Employers</p> <p>Federal Government Regulatory Organizations (OSHA, NIOSH, CMS); Legislators and committees</p> <p>State Government Boards of Nursing; Public Health Departments</p> <p>Other Human resource associations</p>	<p>A. Research and discover current successful evidence-based programs that support Nurse Wellbeing inside and outside of the clinical setting</p> <p>B. Identify and engage stakeholders and seek input</p> <p>C. Understand current laws and legislation about protecting healthcare workers from violence</p> <p>D. Categorize current programming according to specific issues (e.g., bullying, violence, safety, resilience, wellbeing)</p> <p>E. Identify gaps in programming to develop new evidence-based approaches</p> <p>F. Identify Indicators for nurses health and well being outcomes</p>	<p>A. Identify trends/themes, gaps, and prevalence to help prioritize by impact</p> <p>B. Develop detailed plans and identify vested stakeholders to engage in the planning</p> <p>C. Create toolkits and build partnerships</p> <p>D. Get feedback from stakeholders regarding toolkits and projects</p> <p>E. Pilot toolkits (turnkey method)</p> <p>F. Develop evaluation plan</p>
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4. Success Indicator

- Development of the toolkits
- Successful implementation in a specific number of programs and toolkits
- Robust evaluation plan (Nurse Wellbeing)
- Continued sustainable commitment, support, and buy in from participating stakeholders (Focus on Accreditation and regulatory agencies)