3. PROMOTING NURSES’ HEALTH AND WELL-BEING

3.10 Employers: Collect systematic data to better understand the health and well-being of the nursing workforce.

### 1. Key Strategic Stakeholders

**Nursing**
- American Nurses Credentialing Center (ANCC) pathways standards (well-being) & Magnet model for work environment metrics; National FORUM of State Nursing Workforce Centers and Individual State members; NCSBN and Accrediting Bodies

**Healthcare**
- American Hospital Association (AHA); Homecare groups; Federally Qualified Health Centers (FQHCs); Community Health Centers; Institute for Healthcare Improvement (IHI); LeadingAge; Major Healthcare Systems; National Healthcare Trade Associations & Professional Associations and their related State members; etc.

**Federal Government**
- Action Collaborative on Clinician Well-Being; Agencies for Healthcare Quality; National Academy of Medicine; Surgeon General; Veterans Administration

**State Government**
- Licensing Organizations within each state Agencies for Healthcare Quality

**Other**
- Equity & Inclusion National Groups

### 2. Top 3-5 Actions for 2021

- A. Educating stakeholders regarding the key measures used to assess well-being
- B. Understanding which entities collect/hold the data and what measures/elements comprises the data, such as the tool - Healthy Nurse/Healthy Nation via the American Nurses’ Association
- C. Identify and generate a list of the various “players” as to how this data is being collected on a state and national scale
- D. Create or designate a group to undertake this process of identification - Tri Council? (really 5 organizations: American Association of Critical Care Nurses (AACN), National League for Nursing (NLN), American Nurses Association (ANA), National Council of State Boards of Nursing (NCSBN), American Organization for Nursing Leadership (AONL)
- E. Understanding well-being via multiple organizations (including accreditors, health systems and Joint Commission) and via a cultural “lens” both inside and outside of nursing so metrics can be included in their standards

### 3. Top 3-5 Actions for 2022

- A. Streamline & Align so to reduce duplication of state and national efforts, identify sources of data and information - Gold Standard.
- B. Development of Leadership skills to encourage healthy work environments and self-care
- C. Establish a foundation that promotes the principles of health and well-being within our nursing education schools and programs
- D. Establish a clear research agenda to delve into these issues - gather the evidence to inform interventions
- E. Review and assess the availability via federal funds from the American Rescue Plan per each state to support this work

### 4. Success Indicators

- Existence of an agreed upon “centralized-measures” … minimum dataset… for comparison to utilize across all sectors
- An increase in national and state funding opportunities for research and other work related to health & well-being
- Transparency of established standards utilized by accrediting organizations to measure & assess health and well-being
- All nursing organizations would identify how they are engaging and valuing the health and well-being of their nursing staffs across all levels

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**Campaign Summit 2021: Health Equity through Nursing**

June 3-4, 2021

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