

### 3. PROMOTING NURSES' HEALTH AND WELL-BEING

3.8 Employers, including nurse leaders, should establish and standardize institutional processes that strengthen nurses' contribution to improving the design and delivery of care and decision making, including the setting of institutional policies and benchmarks in health care organizations and in educational, public health, and other settings.

1. Key Strategic Stakeholders	2. Top 3-5 Actions for 2021	3. Top 3-5 Actions for 2022
<p><b>Nursing</b> Nurses on Boards Coalition (workforce investment boards, school boards, state boards of education); student Nurses Associations; Unions (National Nurses United)</p> <p><b>Healthcare</b> American Hospital Association; CEOs of Healthcare systems and large employers; Trade Associations</p> <p><b>Education</b> Academic Institutions</p> <p><b>Other</b> Community and Public Health Agencies; Government Agencies; SCORE (volunteer networks around the country helping entrepreneurs start, build businesses)</p>	<p>A. Health Institutions will include direct care nurses in the plan of care decisions</p> <p>B. There are decision making positions in a variety of sectors, making sure nursing is included in those sectors</p> <p>C. Adopt a shared mental model of nursing leadership and collaboration at the institutional level</p> <p>D. Increase employer understanding of nurses' roles, and that they can play in different employment settings; offering cross-disciplinary training/formal education to create shared understanding of nursing roles internal and external to the profession</p> <p>E. Prioritize the development of a checklist that includes cross-disciplinary representation as part of formal Diversity, Equity and Inclusion (DEI) models</p> <p>F. Survey the institutions/agencies on how they view their nursing workforce, or do they use the nursing workforce - what do they see the roles are to determine where the challenges are to be more integrated</p>	<p>A. Incorporate interprofessional collaboration and shared-decision making processes</p> <p>B. Advocating at all levels for this change to happen-identifying the challenges</p> <p>C. Prioritize partnering and/or mentoring—in representation on boards and decision-making bodies</p> <p>D. Develop entrepreneurial opportunities for nursing organizations to facilitate the dissemination and implementation of evidence-based programs for delivery of care</p> <p>E. Ensure opportunities are available for nursing students to learn about and enter into a variety of occupations</p> <p>F. Involving nurses at big health system innovation centers-schools of nursing placing students as interns</p>

#### 4. Success Indicators

- Data/Feedback from frontline nurses as how to they view nurse leaders
- All nursing schools have programs for innovation
- All healthcare facilities and organizations representing social determinants of health (SDOH) have a nurses on boards
- Nurse leaders at the state level represent the impact of nurses in their community