

3. PROMOTING NURSES' HEALTH AND WELL-BEING

3.9 Employers: Reduce stigma associated with mental and behavioral health treatment for nurses.

1. Key Strategic Stakeholders

Nursing

American Nurses Association + all state orgs; American Organization of Nurse Leaders; National Council of State Boards of Nursing (NCSBN); State based Action Coalitions

Healthcare

American Hospital Association; national long-term care and home care associations

Education

American Association of Colleges of Nursing (AACN) & other nursing education associations

Other

Stigma Reduction Partners e.g. the Human Library, storytelling/podcast groups like The Moth, an intergenerational partner to leverage different views of mental health (reversal of traditional mentoring!); Brene Brown; Employee Assistance Programs/Organizations

2. Top 3-5 Actions for 2021

- A. Develop/adopt a foundational definition of stigma
- B. Initiate a Stigma Reduction media and storytelling campaign/platform leveraging the COVID experience
- C. Challenge stakeholders to develop action plans to name, rename and discuss the stigma of mental and behavioral health treatment for nurses
- D. Determine baseline data requirements

3. Top 3-5 Actions for 2022

- A. Reframe the thinking about stigma to an appreciative approach
- B. Approach State Board's of Nursing to address stigma associated with licensing processes and work with policy makers to reduce policies that enforce stigma (alternative to discipline, application questions, etc.)
- C. Action Coalitions should convene state and system level stakeholders to initiate discussions/barrier reduction
- D. Include and develop considerations for stigma in diverse nursing workforce populations
- E. Begin adding to nursing curricula evidence-based approaches of reducing stigma for graduating nursing students entering the workforce
- F. Identify and address National Council of State Boards of Nursing (NCSBN) compact issues that inhibit participation

4. Success Indicators

- A baseline assessment has been completed to understand intention to leave the profession because of mental/behavioral health issues
- Newly licensed nurses are taught to recognize, understand and act on needs to reduce stigma
- Policy & system changes impact nurses' ability to access mental & behavioral health treatment
- Nurses have the skills to act on their personal/professional need to access mental & behavioral health treatment