

# The Future of Nursing 2020-2030

Charting a Path  
to Achieve Health Equity

**Report Release Webinar**  
**May 11, 2021**

[www.nap.edu/nursing2030](http://www.nap.edu/nursing2030)

# Agenda

**Welcome and Introductions** – Stephanie Miceli, Media Officer, NASEM Office of News and Public Information

**Opening Remarks** – Victor Dzau, President, National Academy of Medicine

**Presentation of Report Findings and Committee Recommendations**

Mary K. Wakefield (Co-chair), Visiting Professor, University of Texas at Austin

David R. Williams (Co-chair), Florence and Laura Norman Professor of Public Health and Chair, Department of Social and Behavioral Sciences, T.H. Chan School of Public Health, and Professor, Department of African and African American Studies, Harvard University

Marshall H. Chin (Member), Richard Parrillo Family Professor of Healthcare Ethics, Department of Medicine, University of Chicago

Regina Cunningham (Member), Chief Executive Officer, Hospital of the University of Pennsylvania; Adjunct Professor and Assistant Dean, School of Nursing, University of Pennsylvania

**Question and Answer Session**



## Committee Presenters

**MARY K. WAKEFIELD** (*Co-Chair*), Visiting Professor, University of Texas at Austin

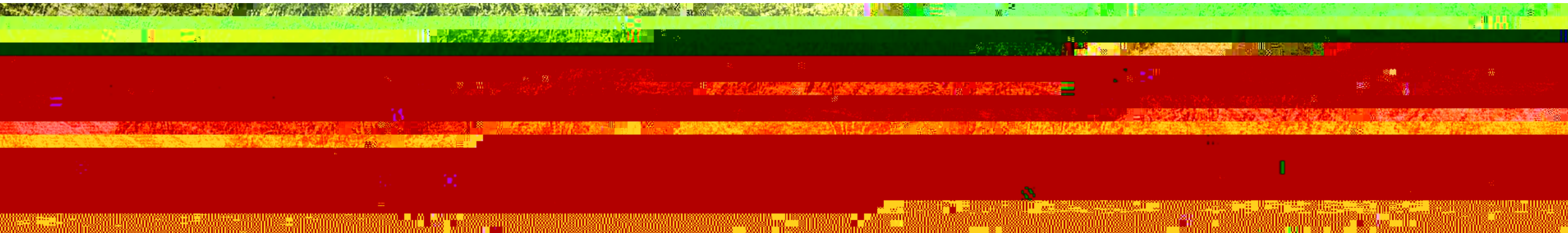
**DAVID R. WILLIAMS** (*Co-Chair*), Florence and Laura Norman Professor of Public Health and Chair, Department of Social and Behavioral Sciences, T.H. Chan School of Public Health, and Professor, Department of African and African American Studies, Harvard University

**MARSHALL H. CHIN** (*Member*), Richard Parrillo Family Professor of Healthcare Ethics, Department of Medicine, University of Chicago

**REGINA S. CUNNINGHAM** (*Member*), Chief Executive Officer, Hospital of the University of Pennsylvania; Adjunct Professor and Assistant Dean, School of Nursing, University of Pennsylvania

# Report Findings & Committee Recommendations

## Study Sponsor



MARY



**SUZANNE LE MENESTREL**, Study Director

**JENNIFER LALITHA FLAUBERT**, Program Officer

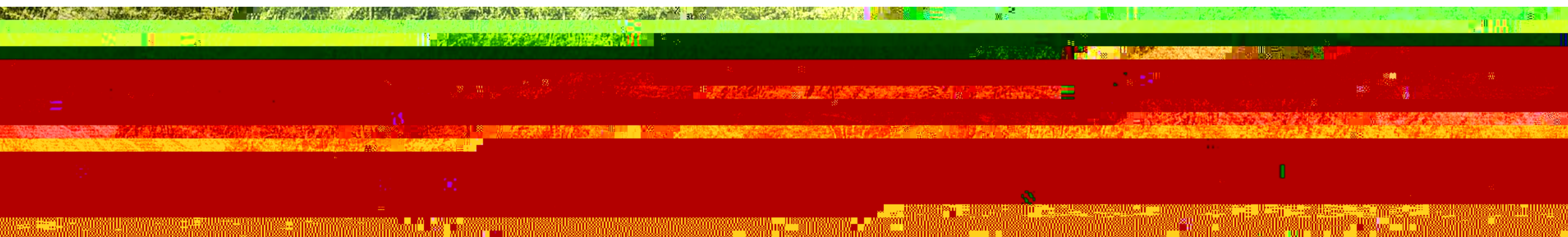
**ADRIENNE FORMENTOS**, Research Associate

**TOCHI OGBU-MBADIUGHA**, Senior Program Assistant

**SHARYL NASS**, Senior Board Director

**SUSAN B. HASSMILLER**, Senior Scholar in Residence and

# The Future of Nursing 2020. 2030:



## The Challenge

Compared to other developed countries, the United States has the highest poverty rate, the greatest income inequality, and some of the poorest health outcomes. The COVID-19 pandemic did not create health inequities. But it has brought into stark relief that much of what affects our health is driven by

## The Committee's Vision

The achievement of **health equity** in the United States  
built



## The Actions

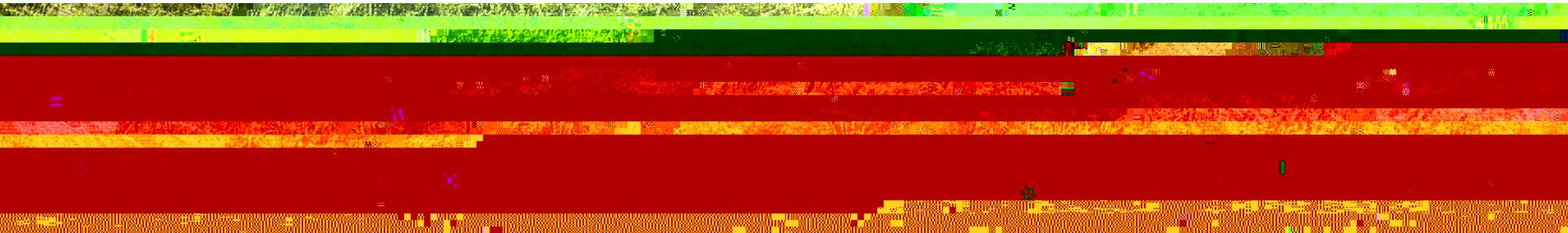
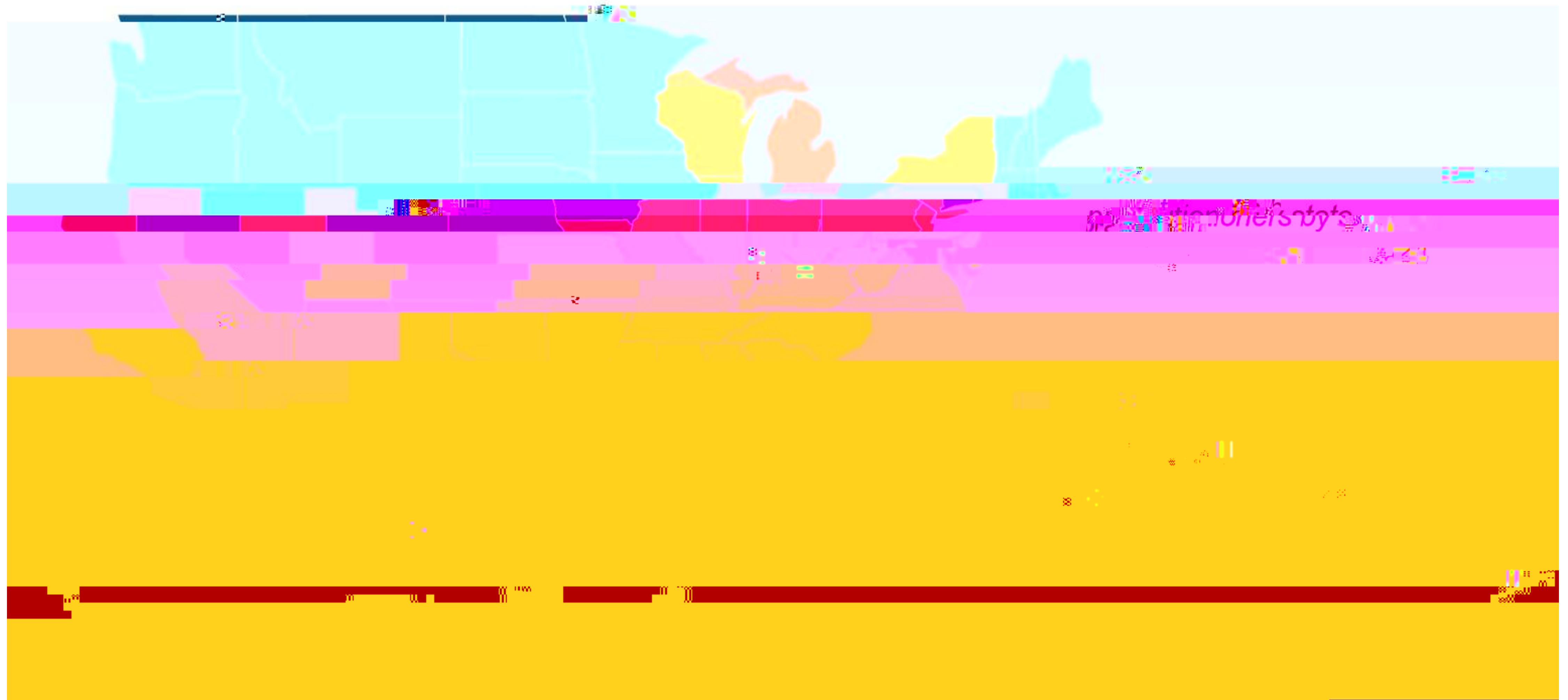
For our country to advance health equity for all, the systems that educate, pay and employ nurses need to **permanently remove** barriers to allow them to do this work, **value** their contributions, **prepare** them to understand and tackle these issues, and **diversify** the nursing workforce.

# Key Messages, Conclusions, and Recommendations





# The Future of Nursing 2020. 2030: Charting a Path to Achieve Health Equity



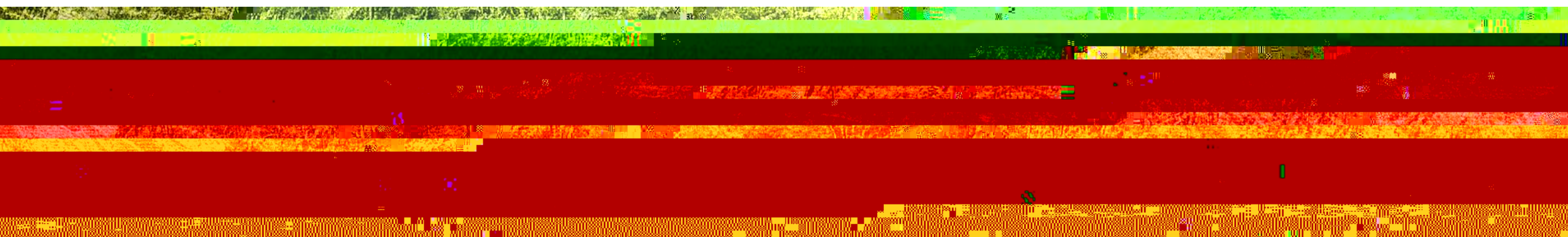
## Recommendation on Nursing Scope of Practice

All organizations, including state and federal entities and employing organizations, should enable nurses to practice to the full extent of their education and training by removing barriers that prevent them from more fully addressing social needs and social determinants of health and improving health care access, quality, and value. These barriers include:

- “ regulatory and public and private payment limitations;
- “ restrictive policies and practices; and
- “ other legal, professional, and commercial impediments.



Federal, tribal, state, local, and private payers and public health agencies should establish sustainable and flexible payment mechanisms to support nurses in both health care and public



## **Recommendation to Strengthen Nursing Education**

Nursing education programs, including continuing education, and accreditors and the National Council of State Boards of Nursing should ensure that nurses are prepared to address social determinants of health and achieve health equity.

## Key Message 4:

**Employers must support nurse well-being so they can in turn support the well-being of others.**

## FULLY SUPPORT NURSES

All environments in which nurses work affect the health and well-being of the nursing workforce. Ultimately, the health and well-being of nurses influence the quality, safety, and cost of the care they provide, as well as organizations and systems of care. The COVID-19 crisis has highlighted the shortcomings of environments that do not support nurse well-being.

Structural racism, cultural racism, and discrimination exist within nursing as in other professions. Nurses of color experience discrimination and bias within the workplace and educational systems, compounded by the lack of diversity among the nursing workforce and faculty. Nurses, educators, and health care leaders have a responsibility to address structural racism, cultural racism, and discrimination within the nursing profession across educational and practice settings, and to build structures and systems that promote inclusivity and health equity.

Nurse leaders have a responsibility to address structural racism, cultural racism, and discrimination based on identity (e.g., sexual orientation, gender), place (e.g., rural, urban), and circumstances (e.g., disabled, mental health condition) within the nursing profession and to help build structures and systems at the societal level that address these issues to promote health equity.





## Key Message 5:

**Nurses need to leverage their own power to advance health equity by making sure they are well prepared to bridge medical and social needs; taking care of their own mental and physical health so they can care for others; and advocating for policies that address poverty, racism and other conditions that stand in the way of health and well-being.**

### CREATE A SHARED AGENDA TO ADDRESS SDOH AND ACHIEVE HEALTH EQUITY

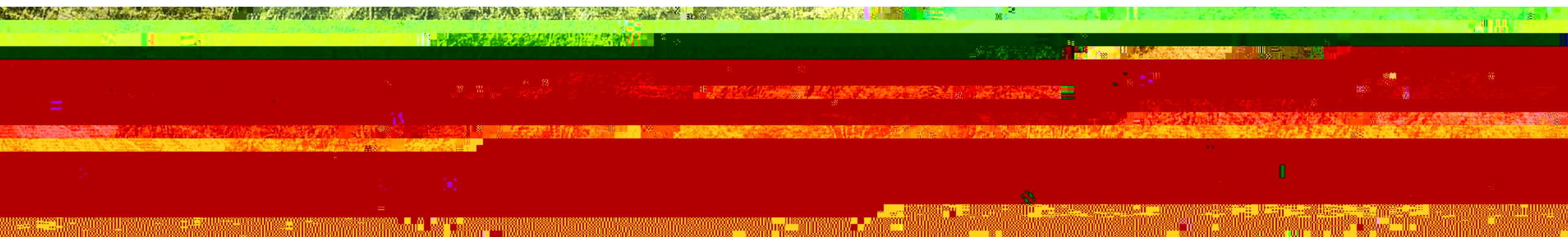
underserved individuals, neighborhoods, and communities and to prioritize the elimination of health inequities.

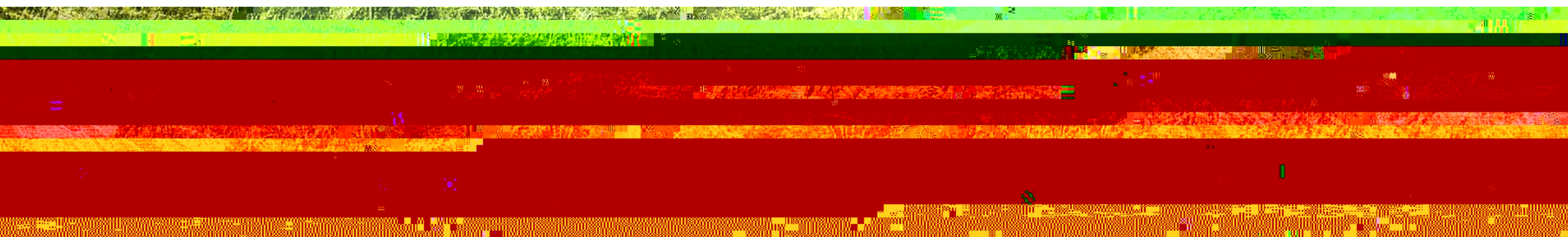
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standing focus on social determinants of health and health equity to meet the needs of

# Recommendation for Nursing Organizations to Create a Shared Agenda

In 2021, all national nursing organizations should initiate work to develop a shared agenda for addressing social determinants of health and achieving health equity. This agenda should include explicit priorities across nursing practice, education, leadership, and health policy engagement.





# Question & Answer Session