

# The Nursing Workforces' Role in Addressing Social Determinants of Health and Advancing Health Equity: Why a Diverse Workforce is Needed

Sheldon D. Fields, PhD, RN, CRNP, FNP-BC, AACRN, FAANP, FNAP, FAAN

Associate Dean for Equity and Inclusion | Research Professor

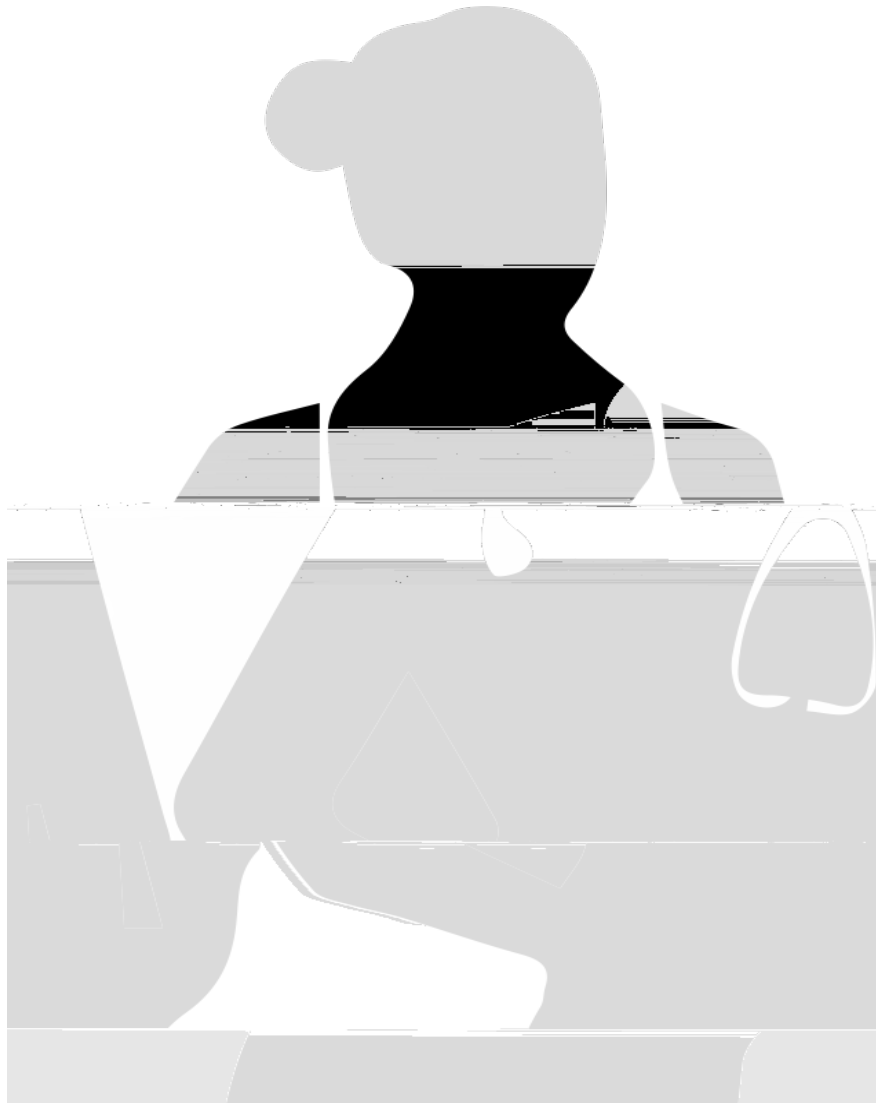
August 11, 2021



“Of all the forms of  
inequality, injustice



# Data From 2013-2017 Found That Nursing in the United States Does Not Reflect the Country's Racial and Gender Diversity<sup>1</sup>



90%  
FEMALE

80%  
WHITE

*“The decade ahead will demand a stronger, more diversified nursing workforce that is prepared to provide care; promote health and well-being among nurses, individuals, and communities; and address the systemic inequities that have fueled wide and persistent health disparities” (NASEM, 2021)*

Figure 1

# Social Determinants of Health



- When White folk



# What does this have to do with Nursing

- **Nursing has a sacred societal obligation to take care of everybody with the**

# Moving Toward Health Equity

- Definitions of Health Equity

- “**Health equity** is the state in which everyone has the opportunity to attain full **health** potential, and no one is disadvantaged from achieving this potential because of social position or any other socially **defined** circumstance” (NASEM, 2017)
- “**Health equity** is defined as the absence of unfair and avoidable or remediable differences in **health** among population groups defined socially, economically, demographically or geographically” (WHO, 2020)

# Health Equity

Dr. Camara  
Jones (2014)

Health Equity: Assurance of the conditions for optimal health for all people

Three principles to achieve health equity:

- Providing resources according to need
- Valuing all individuals and populations equally
- Recognizing and rectifying historical injustices





# The Nursing Determinants of Health

- No other healthcare profession interacts with patients more than nursing
  - Each interaction is an **OPPORTUNITY**
- Nursing is everywhere in our healthcare system
  -

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

- **Vision**

- The achievement of health equity in the United States built on strengthened nursing capacity and expertise

- **Health Equity achieved through ten desired Nursing Outcomes**

- Nurses are prepared to act individually, through teams, and across sectors to meet challenges associated with an aging population, access to primary care, mental and behavioral health problems, structural racism, high maternal mortality and morbidity, and **elimination of the disproportionate disease burden carried by specific segments of the U.S. population**
- Nurses reflect the people and communities served throughout the nation, helping to ensure that individuals receive **culturally competent, equitable health care services**
- Health care systems enable and support nurses to tailor care to meet the specific medical and social needs of **diverse patients to optimize their health**

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

- **Nursing Roles and Leadership**

- Conclusion 9-4: 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

# Conclusion: With a Diverse Nursing Workforce

- Patients generally fare better when care is provided by a more diverse team
- Professional skills-focused studies generally find improvements to innovation, team communications and improved risk assessment

-

# References / Resources

- Antiracism in Healthcare resources: <https://guides.usfca.edu/anti-racism-healthcare>
- Artiga, S., Foutz, J., Cornachione, E., Garfield, R., & Kaiser Family Foundation (2016). Key Facts on Health and Health care by Race and Ethnicity: Report, Kaiser Family Foundation.
- CDC. CDC health disparities and inequalities report: United States, 2013. Morbidity and Mortality Weekly Report. 2013a;62(Suppl 3)
- Centers for Disease Control and Prevention (2014). "Social Determinants of Health: Definitions". Accessed on August 25 2019, <http://www.cdc.gov/socialdeterminants/Definitions.html>.
- KFF (2018). Disparities in health and health care. <file:///D:/New%20SDF%20GROUP/SDF%20GROUP/SDF%20GROUP/Clients/2019/NPACE%20NOV%202019/mwxa1oqw0h/Issue-Brief-Disparities-in-Health-and-Health-Care-Five-Key-Questions-and-Answers.pdf>
-

# Contact Information

